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Consultation on the Employment of Women with Family Responsibilities

Delegates to meeting convened by Women's Bureau conclude that working women need more counselling, understanding from other women, working conditions that look to special health needs

Not all women should go out to work, but all women should have a valid choice as to whether they do or do not.

Working women need more counselling and guidance, better facilities for day care for their children, understanding on the part of the public—especially other women—and working conditions that take account of their special health needs.

These were the conclusions drawn by some sixty representatives of governments, labour, management and women's organizations who met for a one-day consultation on February 17 sponsored by the Department's Women's Bureau.

28% of Employed Population

The delegates were faced with the fact that the female labour force has increased 58.4 per cent over the last ten years, so that women now comprise 28.8 per cent of the employed population.

Using statistics supplied by the Dominion Bureau of Statistics, Miss Helen Traynor, Assistant to the Director of the Women's Bureau, sketched a picture of the average Canadian working woman. She is in the 35-44 age bracket, married, with children, urban and fairly well educated, and employed full-time in the service sector of the economy. This woman either has remained in the labour force after marriage, or has returned to it after her children have reached the point where they no longer need her constant care.

This picture was confirmed by Mrs. Ethel McLellan, Director of the Women's Bureau, Ontario Department of Labour, from the results of a survey of 3,500 women conducted during last year's Canadian National Exhibition. Using trained high-school guidance counsellors, the Women's Bureau interviewed 3,500 women and gave depth counselling to 700; of the women questioned, 51 per cent were in the labour force at the time.

Their average minimum education was Grade 12. They listed their reasons for working outside the home, in this order: economic considerations, self-fulfilment, and the desire to maintain and improve working skills.

Day Care—One of the major problems of a working mother is providing proper care for pre-school and school-age children during the hours she is not at home. Mrs. Freda Manson, Assistant Executive Director of the Ontario Welfare Council, reported the findings of a survey of day care facilities in the Toronto area conducted by her organization.

The Council found there was a serious lack of day care facilities of all types, particularly in suburban areas, where there are many more children than in the city proper.

Zoning restrictions have the effect of limiting day nurseries in areas where they are needed, she said.

Large communities need several different types of day care: day nurseries, family day care for children who are too young or who for other reasons are unable to fit into a group program, after school care for school-aged children, junior kindergartens that accept four-year-olds, and nursery schools for children of mothers working part-time. Metropolitan Toronto, for example, has only three family day care programs in operation.

Legislation in this field in Ontario is very good in some respects, said Mrs. Manson, but there is no legislation or licensing for family day care to ensure a proper standard of treatment. Only five provinces have any legislation setting standards for day nurseries.

The first step toward obtaining adequate day care facilities is convincing the community of their importance. The public must be convinced that making day care available does not encourage mothers to go out to work who would otherwise stay at home. It merely provides a service to protect children of working mothers, and even children of non-working mothers.

Ideally, day care facilities should provide parent education and individual counselling, Mrs. Manson said. This would require highly trained staff of professional social workers.

Maternity Leave—With more women staying in the labour force after marriage, provision for maternity leave has become an important consideration for employers. Miss Dorothy Cadwell, of the Pay and Standards Branch, Civil Service Commission, described the experience of the Civil Service from the days when few married women were employed to the present.

(Continued on page 286)

From the Labour Gazette, March 1915

50 Years Ago This Month

Company officials and United Mine Workers reach agreement on compensation to be paid to dependents of the 189 miners who were killed in explosion at Hillcrest Collieries in June 1914.

Particulars of an agreement reached between officials of Hillcrest Collieries and officers of the United Mine Workers regarding the compensation to be paid to dependents of the 189 miners killed in an explosion at Hillcrest, Alta., on June 19, 1914 (L.G., July 1964, p. 543), were given in the LABOUR GAZETTE of March 1915.

The parties agreed that, to discharge its liability, the company should pay into the office of the District Court the sum of $3,000 a month until the whole liability had been paid.

In each of the cases in which full compensation was allowed, the sum of $1,800 was to be paid. These cases numbered 57, but it was expected that this number would be increased when investigation had been completed. Funeral expenses already paid by the company were to be deducted from the amounts paid to dependents on behalf of the victims.

The parties to the agreement recommended that the monies paid into court should be paid out in amounts to be decided at the discretion of the judge, but the following suggestions were made: each widow should be paid $20 a month and each child $5 a month, and the remainder of each $3,000 should be paid to partial dependents until their claims had been fully satisfied.

Special provision was made in the 32 cases in which the deceased miners were Austrians. "Their rights have been acknowledged by the company, but no compensation will be paid their dependents who reside in Austria until peace has been declared between that country and Great Britain," this journal reported.

UMW Convention

Among the resolutions passed at the 12th annual convention of District 18 of the United Mine Workers, held in Lethbridge, was one that, in words of this journal's report, urged "that the Alberta Government be induced to add an amendment to the Coal Mines Act to the effect that all men employed in the mines in Alberta pass an examination before being employed to dig coal; that a miner must be at least 20 years of age and have had at least three years' experience in the mines of this country or some other country; that he be able to speak the English language and that monthly examinations be held at some central point . . ."

Unemployment Situation

It was reported that the unemployment situation as a whole had improved slightly in February, and that only in Montreal and Toronto had any considerable increase in the number of unemployed taken place since December. Enlistment by Canadian contingents for overseas service and guard duty were beginning to have an effect on the labour market, the internment of enemy aliens continued to lighten the burden of relief for municipalities, and the stimulus of war orders was bettering conditions in many places.

Two hundred Austrians, most of whom were unemployed, had been taken from Montreal to the Spirit Lake concentration camp; and this journal said that 1,300 others had signed a petition to the American consul-general asking him to "intercede" with the Dominion Government to send them also to such a camp.

In Montreal, the number of unemployed was estimated by one of the city's controllers at 30,000. The City was trying to give work to as many as possible, but as there was not enough to go round, gangs working on sewers and other public works were being changed every week. There was a good deal of agitation in favour of having the gangs changed every two or three days. If the gangs were changed every two days, it was said that each worker would have a chance to make $5 a week. But it was decided that such frequent changes would interfere too seriously with efficiency.

The report from Montreal said, "Work in breaking up the ice on the streets and carting it away gave work to 4,000 men in two gangs working night and day during the last week of February, until the rain changed to snow, when snow removal partly took its place. Carters and chauffeurs of auto-trucks have mutually protested against each other being given too great a part in the snow carting, with the result that the city is trying to divide evenly between them."

One of the controllers said that in order to meet the expected deficit of $1,500,000 in 1916, the city would have to reduce the salaries of permanent employees, eliminate a third of the number employed in all departments, and undertake only "necessary" public works next year.

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First Manpower Assessment Incentive Agreement Signed

A Manpower Assessment Incentive Agreement between the Minister of Labour, the National Association of Broadcast Employees and Technicians (NABET) and the Canadian Broadcasting Corporation was signed on February 18 in Ottawa.

This is the first such agreement to be developed under the auspices of the Manpower Consultative Service, which was set up last May to encourage and assist union and management to make use of the techniques of joint consultation and objective research to prevent unnecessary technological unemployment.

The agreement provides for the establishment of a joint committee under an independent and impartial chairman to direct the necessary research and investigations and to prepare and recommend a program of manpower adjustment to meet the technological changes which the Corporation plans to introduce in the future.

The committee will have power to employ investigators and research workers to make the necessary assessments of changing work situations, employee potential and the training and upgrading necessary to adjust present staff to the changing job requirements.

The agreement provides also for the Department of Labour to reimburse the parties for 50 per cent of the expense incurred in developing the program.

Although the project is experimental and the solutions to be recommended may be subject to further direct negotiation between the Association and the Corporation, all parties expressed confidence that since the program will be developed through joint consultation, there is every possibility that it will be mutually acceptable.

In a brief signing ceremony the Minister of Labour, Hon. Allan J. MacEachen, congratulated the parties on their common foresight, and the mutual confidence and respect that made it possible to work together toward a reasoned and more satisfactory solution to the manpower adjustment problems they will face as broadcasting technology develops.

A NABET spokesman commented that the membership had chosen this method because it seemed to provide the possibility of a better solution than could be obtained through arbitration or contract negotiations.

"Since our membership work with electronic equipment, they, perhaps more than others, are aware of the inevitable aspect of technological change and are convinced of the necessity to adjust to it in an orderly and reasoned manner. We have confidence that this program will provide the means for such adjustment and will minimize the likelihood of conflict while providing the maximum protection for the union membership and the employer."

A Corporation representative said: "Skilled employees are the backbone of the CBC. It would be impossible to provide superior service to the Canadian public without them.

"We have every confidence that as a result of our having initiated this project we will be assisted in manpower planning to meet the technical innovations that we will need to make use of in the future. But more particularly, we believe that the project will help to allay any of the fears our employees might have about the security and future of their jobs as equipment changes are made throughout the system.

"We are proud of the confidence they have placed in us through their union representatives by entering into a joint study of the manpower problems that lie ahead. They and their union officers have shown both maturity and wisdom in co-operating with us in this venture."

Manpower Assessment Agreement Signed with British Columbia Towing Industry

The Minister of Labour on February 26 announced the signing of an agreement with the Joint Consultative Committee of the British Columbia Towing Industry, providing for a Manpower Assessment Program under the auspices of the Manpower Consultative Service of the Department of Labour. The Joint Consultative Committee represents 46 companies and four maritime unions.

Under the Assessment Program, joint research will be carried out into the manpower problems of the industry and into the planning for solutions to those problems. Dean Emeritus E. D. MacPhee of the University of British Columbia has agreed to head a research subcommittee to carry out the studies.

Manpower adjustment problems in the industry have arisen as a result of technological changes. These changes include the use of larger, more powerful and efficient vessels and barges, changes in steering and control mechanisms, navigational aids and galley equipment. Such changes affect job functions and content. In some cases the whole character of an occupation has changed, and in others a skilled occupation has been virtually eliminated.

Hours-of-Work Clauses Amended, Labour Standards Code Passed

An explanation of proposed amendments to Part I (Hours of Work) of Bill C-126, Canada Labour (Standards) Code, was given by the Minister of Labour in the House of Commons on the resumption on February 16 of consideration in committee The debate had been broken off on October 19.

The Bill was passed on February 22. The provisions of the Bill as introduced on October 1 were described in the December LABOUR GAZETTE, page 1058.

The Minister said he had received representations from a number of industries expressing concern about the effects of the hours-of-work provisions of the Bill on their operations. The transportation industries, Mr. MacEachen said, had been especially pressing in their protests.

From the representations made, the Government had concluded that for a large part of the employment subject to the Bill, the provisions of Part I would not cause undue dislocation. "There is, however, other employment where, through practice and in the absence of any legal regulation, working hours so exceed the standards set by Part I that compliance within the adjustment period of 18 months would not be possible without hardship," the Minister said. He cited ships' crews and long distance truck drivers as examples.

In some of the industries, the difficulty could be met by deferring the application of the hours-of-work provisions. For others, an extension of time would not provide a solution, and it would be necessary to establish special standards to meet the peculiar conditions of employment.

The amendment to the hours-of-work provisions would allow for a stay of application for not more than 18 months by order of the Minister of Labour, if it could be shown that immediate application would be "unduly prejudicial" to the employees or "seriously detrimental to the operation of the business." If there were reason to believe that the period of 18 months would not allow the undertakings to adapt themselves to the new arrangements, an inquiry would be held.

The purpose of the inquiry would be to decide whether the deferment period ought to be extended. After the inquiry, on the recommendation of the Minister, the Governor in Council might issue an order deferring application for a further period fixed in the order, which period might be extended by later orders.

A deferment order or an extending order, the Minister said, might fix hours-of-work standards for the class of employees to whom it applied. Such an order might require hours of work to be reduced by stages, or it might set conditions suitable to the situation.

Mr. MacEachen said that he had declined to accede to requests that certain industries should be exempted from the legislation. Some of the concern about the effects of the hours-of-work provisions of the Bill had come about because the degree of flexibility provided for in the Bill had not been fully appreciated.

These provisions allowed for working more than 48 hours a week if a permit were obtained; and calculating overtime and maximum hours over a longer period than a week. In some cases, the principle of averaging would be allowed.

The amendment as passed by the House of Commons provides that when an hours-of-work order is issued by the Governor in Council it may only be varied or revoked following an inquiry.

The Bill was introduced in the Senate on March 2 and given second reading on March 3. It was then referred to the Standing Committee on Banking and Commerce which began hearings on the Bill on the same date.

CLC Union Leaders Meet to Plan Counter-Attack on Quebec's CNTU

Leading officers of more than 40 unions affiliated to the Canadian Labour Congress met last month to plan a counter-offensive against "raiding" by the Confederation of National Trade Unions in Quebec. The Confederation has taken more than 8,000 members from CLC unions during the past year.

The 103 CLC union leaders who attended the conference agreed on the need for pooling staff and resources in order to repel raids in Quebec.

William Dodge, executive vice-president of the CLC, who is in charge of the organizational efforts of the Congress, told the conference that CLC unions had out-organized the CNTU in the unorganized parts of Quebec, but that they had not gained as many members as they had lost to the CNTU.

Recent switches of affiliation have included: 3,900 Montreal bus drivers and 900 drivers employed by the Provincial Transport Company, from the Canadian Brotherhood of Railway, Transport and General Workers to the CNTU; and 1,000 grain elevator workers in Montreal, from the Brotherhood of Railway and Steamship Clerks to the CNTU.

Membership of the CNTU has grown from 95,000 in 1959 to the more than 141,000 reported at the latest convention (L.G., Jan., p. 31). During the past two years, that convention was told, the Confederation added 145 new syndicates, making the total 664.

Judge Lippé Becomes Chairman of Board of Trustees, Maritime Unions

The appointment of Judge René Lippé as chairman of the Board of Trustees of the Maritime Transportation Unions was anannounced last month by the Minister of Labour. Judge Lippé replaces Mr. Justice Victor L. Dryer, of the Supreme Court of British Columbia, who resigned on December 15, 1964.

The appointment of Joseph MacKenzie, director of organization for the Canadian Labour Congress since its inception in 1956, as a member of the Board to succeed Judge Lippé was announced at the same time. The Minister said that Mr. MacKenzie had been appointed on the nomination of the CLC, from which he has been granted leave of absence while serving as a trustee.

Judge Lippé

Judge Lippé, who is a District Judge of the Magistrate's Court of the Province of Quebec, was appointed along with Mr. Justice Dryer and C. H. Millard to the Board of Trustees when it was first established on October 23, 1963.

The Minister, Hon. Allan J. MacEachen, said that Judge Lippé had at first declined to serve as chairman, but had later agreed to do so in response to a request from the Government.

In effect rejecting a proposal made by Charles Millard, the third trustee, that the Government-appointed board should be abolished in favour of a private trusteeship run by the CLC and the AFL-CIO, Mr. MacEachen said that the Government had never intended that the trusteeship should be made permanent, but that there were still several important matters that needed the attention of the board before the present trusteeship was brought to a close.

Furthermore, the Minister made it clear that no recommendations had been made to the Government by the Board of Trustees, or by any other body, that the trusteeship should be extended to any other industry, nor had the Government any intention of doing so.

Joseph MacKenzie

Joseph MacKenzie is a Scotland-born trade unionist who arrived in Canada at the age of two. After attending schools in Toronto, he entered the printing industry as an apprentice compositor and continued in that trade until he became unemployed during the depression.

In 1933, he went to work in the rubber industry but four years later was fired for union activity. He then joined the staff of the United Rubber Workers of America and became Canadian Director in 1941. He served on the international executive of the United Rubber Workers from 1943 to 1948.

He was a member of the first Political Action Committee formed by the Canadian Congress of Labour in 1943, served on the executive council of the CCL in 1949 and 1950, and on the general organizing committee of the CCL from 1951 to 1953. In 1950 he served as national director of the National Union of Unemployed Workers organized by the CCL. From 1947 to 1951 he was president of the Ontario Federation of Labour.

Mr. MacKenzie joined the staff of the Canadian Congress of Labour in 1950 and in 1953 was appointed national director of organization, a position which he continued to hold following the merger of the Canadian Congress of Labour with the Trades and Labour Congress of Canada in 1956.

CMU Holds Biennial Convention, Elects Staples as President

At the biennial convention of the Canadian Maritime Union, held last month in Ottawa, Jack Staples, of Welland, Ont., was elected president, and James Todd, also of Welland, was re-elected to the post of secretary-treasurer. Robert Smith of Wiarton, Ont., was elected vice-president.

The convention called upon the Canadian government to introduce a subsidy program to encourage the development of a Canadian deep sea merchant marine. Another resolution adopted urged the Government of Canada to negotiate with the United States Government with a view to prohibiting other than Canadian or U.S. ships from plying between Canadian and U.S. ports on inland waters. Other resolutions called for training schools for seamen.

Joseph Morris, executive vice-president of the Canadian Labour Congress, told delegates that there is no satisfactory alternative to collective bargaining as a system for determining wage rates.

The only alternatives to collective bargaining were the setting of wage rates by a government body or by the unilateral action of the employers, he said, and neither of these methods had worked.

Wage Determination in Canada

Wage behaviour in Canada is dominated by economic influences, says new "occasional paper"; consequently, there seems little likelihood that wage increases are a cause of price inflation

The behaviour of wages in Canada is, on the whole, dominated by economic influences; consequently, under present conditions there seems little likelihood that wage increases are a cause of price inflation. At any rate, according to *Wage Determination in Canada,* just published by the Department of Labour, what little evidence there is seems to show that wage movements in the past decade have not exerted any serious pressure on prices.

The publication, by George Saunders, Chief, Labour Management Division, of the Department's Economics and Research Branch, is Occasional Paper No. 3 (L.G., Aug. 1964, p. 645). It is a study of the various influences that affect movements of wages in Canada.

Trade Unionism

In the chapter dealing with the influence of trade unionism on wages, the author says that although in Canada there is little industry-wide collective bargaining on a national scale, "bargains that are struck locally may have far-reaching consequences for wage determination in the economy as a whole, because of the nature and pattern of union organization."

The concentration of unionism, especially the newer industrial unionism, in high wage, large-scale enterprises has resulted in pressures, "not only on the older unionized sectors in declining or relatively stagnant industries such as shipbuilding, printing, street and railway transportation, clothing and textiles, but also on wide areas of the non-union sector." Thus collective bargaining is given a potential influence on wage setting well beyond the limits of union organization.

Although multi-establishment and multi-employer bargaining is limited in Canada, the same result may be obtained via the phenomenon of pattern bargaining, that is, the following by other firms of terms of settlement in "key" firms.

There is little evidence on which to assess fully the extent, nature and influence of "pattern bargaining" in the Canadian economy.

Pattern bargaining, Dr. Saunders says, seems to vary a great deal "with the general economic climate, the degree of competition in the product market, the type and extent of union organization and the nature of collective agreements. Where business is bad or competition fierce, as has been the case in Canada during part of the 1950's, very little pattern bargaining is discernible. Where unions are organized along craft lines . . . or have limited coverage, the spread of a pattern may be limited. Finally, the fact that collective agreements are signed for fixed periods of time tends to modify the influence of so-called 'key' settlements . . . ."

Government Actions

In a chapter on the effect of the actions of government on wage rates, the paper briefly describes the various forms of labour legislation, both federal and provincial, that may influence wages. Referring to government as an employer of labour, it says that "the various levels of government in Canada exercise little influence over wages in general.

"In the first place, government is not a large employer of labour, as it is in most other countries. Second, for wage and working conditions-setting purposes, the Government by and large is a follower of patterns developed in outside industry rather than a leader."

Among the various government measures affecting the supply side of the labour market mentioned by the writer as having a "potentially favourable effect" on wage levels in Canada are: the work of the National Employment Service, with its 200 employment offices across the country, "all working together to reconcile labour supply and demand"; a "selective" immigration policy; the assistance given by the federal Government to the provinces in technical and vocational training; and plans now under way for starting a manpower adjustment program.

"All of these programs are designed to ensure that there is an adequate supply of labour of the right quantity and quality in relation to the manpower demands of the ecnomy. In this way, occupational shortages, lack of mobility and poor utilization of labour do not create unnecessary pressures on labour costs," the bulletin says.

Developments Since 1953

In the chapter on "Wage Developments Since 1953," Dr. Saunders observes: "As would be expected in an economy where wage determination is decentralized and a great deal of freedom is exercised in the wage-setting process, wage behaviour is closely influenced by economic forces.

"Wages rise faster in periods of expansion than in stable or contracting periods.

They reflect changes in the economic fortunes of occupations, industries and geographical areas, and they appear to respond quickly to significant changes in the composition of labour demand and supply. Market forces probably play a more important role in wage determination in Canada than in most, if not all, of the advanced industrial nations of the world . . . ."

The chapter then traces the movement of wages during the period 1953-62. On the change in the share of national income that has been going to labour during the period, the paper says, "Labour's share of total income shows a slow but steady increase to 1957, rising from 63 per cent of national income in 1953 to 67 per cent in 1957. Since 1957, the share has changed very little.

"The rise of the labour share to 1957 is but a continuation of a longer-term trend reflecting the relative decline in agriculture (which has a very low ratio of wages to total income) and non-farm unincorporated business, and a relative growth of employment in government and the service industries (which have a very high ratio of wages to total income)."

The author refers to Prof. Sylvia Ostry's study of changes in wages since World War II, and her finding that there had been, in Mr. Saunders' words, "a significant positive correlation between changes in average hourly earnings in both absolute and percentage terms and changes in employment; and little correlation between earnings changes and productivity, concentration, relative labour costs and unionism."

But he says that evidence of a different sort has been compiled to show that unionism may be exercising its own influence on wage behaviour, and that such influence is often hidden in the "aggregative inter-industry" method of analysis. "Unfortunately," he continues, "this evidence is too limited to permit an assessment of the extent and magnitude of the union influence."

Other evidence discussed in the paper and elsewhere suggests that such influence on wages does not appear to have had a serious adverse effect on the economic development of most industries and sectors in the Canadian economy.

Wages, Costs, Prices

In the chapter on Wages, Costs and Prices, referring to the large rise in prices that took place in 1955-58, Dr. Saunders says, "No systematic evidence is available to explain the causes of the price rise in the 1955-58 period, nor is there unanimous opinion concerning the role of wages in price behaviour . . . .

"Since many of the price increases of 1957-58 occurred in the weakly unionized food and services sectors, it does not seem probable that negotiated wage settlements were as important in pushing up prices in that year as has been sometimes suggested.

"Wages in post-war Canada have shown a marked tendency to behave in a manner consistent with the economic experience of individual establishments, companies, industries, occupations and geographical areas. Wages have generally moved quickly or slowly in response to changes in economic activity," the author says in the concluding chapter.

He goes on to say, "as wage differentials now stand in Canada, they are considered wide by international standards. Average weekly wages and salaries in the highest wage region in Canada are one third above the lowest wage region; the highest wage major industry pays 70 per cent more in average weekly wages and salaries than the lowest wage industry; within manufacturing, the highest wage industry has a wage level more than double that of the lowest wage manufacturing industry; wage differentials between skilled and unskilled workers within the same industry often amount to 50 per cent, and in some instances even 100 per cent."

The bulletin attributes these wide differences to the pronounced economic differences within the country, and associates them with "the thousands of independent and separate wage decisions in individual establishments and companies across the country."

Collective bargaining, it says, "has always developed independently plant by plant and locality by locality, and consequently continues to be highly responsive to local conditions and pressures. Co-ordination of wage decisions on a national basis has not developed under these conditions, and there is no basis for its development in an economy where jurisdiction over labour matters is divided among 11 separate governments, and where economic integration of the various sectors is virtually non-existent.

"However, institutional arrangements in the Canadian labour market tend to exert a constant pressure on wages throughout the economy. Although wage patterns may not be discernible, and although they may not yield deliberate uniformity in wage movements, their existence must be admitted as a factor, albeit an unknown factor, in Canadian wage behaviour."

The bulletin is divided into six chapters: 1—Economic Background; 2—Institutional Background: Trade Unionism; 3—Institutional Background: The Government; 4—Wage Developments Since 1953; 5—Wages, Costs and Prices; and 6—Conclusion. At the back of the bulletin there are 15 tables on various aspects of wage changes.

Economic Goals for Canada to 1970

Economic Council of Canada publishes first annual review, in which it examines problem of achieving simultaneously five basic economic and social goals, including full employment

Canada's labour force is expected to grow faster during the 1960's than that of any other industrially advanced country in the western world, says the first annual review of the Economic Council of Canada, titled *Economic Goals for Canada to 1970.*

The rate of increase is likely to be several times the expected rate of increase in most European countries, and more than 50 per cent higher than that in prospect in the United States. Moreover, it is expected to accelerate during the latter half of the 1960's and to remain at a high rate at least until well into the 1970's.

The main purpose of the review, the Council said, was to "examine the problem of achieving simultaneously and consistently certain basic economic and social goals in the Canadian economy" over the next five years.

These goals are five: full employment, a high rate of economic growth, reasonable stability of prices, a viable balance of payments, and an equitable distribution of rising incomes. The goals are defined quantitatively, expressed in the form of targets.

"We are concerned not with blueprints which are likely to become irrelevant . . . but with broad strategy, with basic difficulties, and with methods of approach . . . .

"Failure to attain the basic economic objectives set forth in this review would bring heavy costs in terms of unemployment and slow gains in living standards, or in terms of inflation and economic distortions," the Council declares in the introduction to the report.

Labour Force Growth

"An annual rate of increase [of the labour force] of about 2.8 per cent is prospect for the period 1965-70, a rate which is fully one third above the average rate recorded in the 1960-65 period. Thus, with the prospect of an unprecedented addition of over one million persons to the labour force over the five-year period 1965-70, Canada is moving toward one of the highest rates of labour force expansion in its entire history," the report says.

In order to absorb this increase in the labour force, civilian employment in Canada will have to increase from 6,364,000 in 1963 to 7,883,000 by 1970. This will require a net increase of 1,500,000 in the number of jobs—"equivalent to an average annual growth of 3.1 per cent, which is twice the actual employment increase from 1956 to 1963. It is also substantially above the 1.9 per cent annual rate of employment growth in 1946-56."

This means that we are standing at "the threshold of a period in which the pace of expansion in employment will need to be very substantially better than our longer run experience if we are to avoid severe social and economic problems and strains."

Rate of Employment

"In the light of careful studies, we have concluded that a 97-per-cent rate of employment, or a 3-per-cent rate of unemployment, of the labour force would constitute a realistic objective to be aimed at over the balance of the 1960's and that economic policies should be actively directed toward the achievement of this target . . . .

"Our target of 3 per cent unemployment, or 97 per cent potential employment of the labour force in 1970, recognizes that in a complex and dynamic industrial economy, a minimal amount of frictional and structural unemployment is normal and natural, and that changing seasons in a country such as Canada will inevitably be accompanied by some elements of seasonal unemployment. . . .

"We recognize that this will not be easily achieved. But we are satisfied that, given favourable domestic and world economic conditions and appropriate economic policies, it is a practicable objective."

The Council, however, did not regard an unemployment rate of 3 per cent as "an ultimate or ideal goal." It said that improved manpower policies could and should be developed that, in the long run, would "help to reduce the minimum levels of frictional, structural and seasonal unemployment, thus making possible a higher employment target . . ."

"Potential Productivity"

The report undertakes to estimate Canada's "potential productivity" during the 1963-70 period. It explains that by "productivity" it means "labour productivity," the ratio of total net output to labour input.

Productivity gains, it says, are "the essence of economic growth, and are the real source of improvements in average living standards."

The Council concluded that "the achievement of potential productivity would require an advance in output per man-hour of 3.0

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per cent per year, and in output per person employed of 2.4 per cent per year, over the period 1963 to 1970."

Such gains would be "well above those of the past seven years, but well below those of the 1946-56 period." The "many and varied" forces that had depressed advances in productivity during the previous seven years were thought to have been partly overcome "as the economy has moved to a better performance over the past two or three years."

The output of the Canadian economy, the report said, would have to expand very rapidly and substantially between now and 1970 "if our growing labour force is to be employed both fully and efficiently. The achievement of our potential output target for the economy by 1970 calls for an average advance of 5.5 per cent per year in the volume of total production of goods and services from the actual level in 1963."

This rate of growth in output of 5.5 per cent a year, although it might appear high in some ways, the report said, was "not high in relation to Canada's prospective labour force growth, which is well above previous experience," nor was the ratio of increase of output to the rate of increase of employment high in comparison with recent experience and with expectations in most other industrially advanced countries.

We underscore the fact that any lower potential output than that which we have suggested for 1970 would imply either a lower employment potential or a lower productivity potential, or both.

If actual output in 1970 is below our calculated potential output, it would similarly imply either that actual unemployment will be above our 3 per cent potential unemployment minimum, or that actual productivity growth has fallen short of our 2.4 per cent productivity potential, or both.

Increases in productivity cannot be expected to take place equally in all parts of the economy, the report points out. Special conditions obtain in the agricultural and service divisions, and the non-agricultural goods-producing industries will have to provide the greater part of the improvement required to attain potential output.

But, with the pace of technological advance continuing unabated, "about three quarters of the required new employment opportunities will necessarily have to be developed in the commercial and public service sectors."

For the economy as a whole, the increase in the volume of output required for the economy to move from its actual output in 1963 to its potential level by the end of 1970 will be greater than that actually attained during the 14 years from 1949 to 1963, the report points out.

Stating that potential output can be attained only if it is broadly consistent with factors on the demand side of the market, the report examines such matters as consumption and investment, international trade and the balance of payments, prices and monetary trends, and fiscal trends and national saving.

Factors in Economic Growth

In a chapter on "Some Significant Factors in Economic Growth," the report deals with trends in agriculture and other primary industries, technological change, research and development, professional and technical manpower, and labour market policy.

"With a high level of output and employment in the rest of the economy, agricultural employment is estimated to decrease by close to 100 thousand, from 641 thousand in 1963 to about 540 thousand in 1970. Such a rate of decline of about 2 per cent per year would be less than the average rate over the postwar period to date of almost 4 per cent per year . . . .

"While the decline in Canada's agricultural labour force through the postwar period has been rapid, it is part of a shift that is taking place in all advanced countries. The rate of decline in Canada has been somewhat larger than in most other countries."

But the Council goes on to say that much of the agricultural labour still employed in some areas is reduntant. "We continue to have too many farms, with many of the farmers earning low incomes . . . .

"Many farmers stay in agriculture when their incomes are low because they lack alternative employment opportunities. They may lack the education, training and financial resources to move, or to enlarge their farm operations as a basis for more adequate incomes. If this situation exists throughout an area, inertia is likely to reinforce the other deficiencies."

The low educational level in agriculture is not easy to rectify, the report says. It makes the point that the cost of education is much higher for farm youth than for city youth, both in direct cost and in indirect cost due to the loss of time that could be spent in helping the father on the farm.

"Similar problems arise in the application of training programs. The incomplete education and training of farm youth creates considerable difficulties in obtaining an adequate level of management for farms, because it is principally from this growth that the new farmers are drawn each generation. The effectiveness of many programs is limited as a result of this continuing difficulty."

Technological Change

In the section on technological change, the report says, "Technological advances create new employment and new occupations by bringing new processes and products into use, reducing costs and widening markets . . . .

"At the same time, however, changes of this scope and depth are inevitably accompanied by problems of adjustment for individuals affecting their conditions of work as old jobs and skills become less in demand. Much remains to be learned about the manpower implications and ultimate employment effects of technological change . . . ."

An outstanding consequence of technological change is to raise educational and skill requirements. Alertness and a greater measure of responsibility are called for, as well as a heightened ability to communicate.

"Generally, new and expanding occupations and the very nearly indispensable ability to adapt to change itself require a higher platform of basic education than is necessary for routine manipulative and clerical tasks, the report says.

Important advances in technology may impose hardships on individuals that are especially severe during times of slow growth in total demand and output, when few if any new jobs are available for many who are displaced by the introduction of new processes and equipment.

In our analysis of the potentialities for growth in the Canadian economy we have indicated the need for higher and better sustained advances in productivity in the future than over the past decade. This implies, among other things, the need for a sustained, and perhaps even accelerated, pace of technological advance.

But we have also indicated both the possibilities and the needs for far more buoyant demand and employment conditions to 1970 than have prevailed since the mid-1950's.

Under such conditions, the hardships and costs to individuals arising from even a stepped-up rate of technological advance would be far less widespread and severe than has been the case during the extended period of slow and sluggish economic growth over much of the past decade . . . .

Current technological change is pervasive and complex, and consists of a combination of many ways of achieving improvement and progress. "This dynamic process, operating in many different points in the economy, clearly requires inter-related and complementary public and private action in respect of basic education, training, retraining, mobility and job placement in order to facilitate the myriad individual adjustments required by ceaselessly changing work patterns and job opportunities. It also poses rapidly changing problems and tasks for labour-management co-operation."

Research and Development

On the subject of research and development, the report says that during the past decade there has been a noteworthy increase in such activity in Canadian industry. It refers to the measures taken by the federal Government in recent years to encourage research by means of special programs, such as the special income tax incentive scheme, direct assistance programs administered by the National Research Board, and a defence-development-sharing program administered by the Department of Industry. Measures taken by provincial governments are also noted.

The Council points out, however, that during this period other countries have been pushing research and development. The United States is now spending about 3 per cent of gross national product a year on research, and several European countries as well as Japan are spending between 1 and 3 per cent.

The most urgent need in Canada now is for further rapid development in research in the universities and in private industry, the report says. In the universities, the main obstacle has been "the woeful lack of resources," and in private industry, "the main difficulties are likely to lie in the scarcity of professional and highly skilled manpower, and in the adequacy and operation of the available incentives."

Professional Manpower

In a section on professional, technical and other skilled manpower, the report says that during the postwar period it has become more and more apparent that "the future prosperity of a nation will depend in large measure on its success in creating and maintaining an adequate supply of professional, technical, managerial and other highly skilled manpower."

Further on it says, "There is a widespread and growing recognition that the nations which will prosper and maintain their relative standards of living in the years ahead will be those whose organizational and technological skills allow them to move ahead on the waves of scientific progress.

"In Canada, as elsewhere, the impact of rising educational and skill requirements is having profound effects on the composition of the labour force. It is apparent that highly educated workers have not only created work for themselves, but also for many other workers with lesser training."

The report goes on to give statistics that show that the occupational groups that are increasing their share of total employment are those in which a comparatively large proportion of the workers have advanced formal education. In contrast, the occupations requiring the least formal education are declining.

"The supply of highly skilled and professional manpower will undoubtedly be a critical factor in the achievement of our economic goals in the years ahead." Many of the companies with which the Council had had consultations expected that the difficulties

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of obtaining adequate numbers of highly skilled staff would become even more acute in the years ahead.

Canada is much less well supplied with people who have business and technical skill than the United States, the Council says. "It is at the postgraduate level that the situation is most critical, since it is from this source that university teachers and high-level research workers are drawn."

Immigration, however, has brought a larger number of highly trained persons into Canada than have left to go to the United States, and the net result has been "to increase the stock of highly trained manpower in Canada, and to improve the quality of the nation's labour force . . . .

"In some instances, the magnitude of immigration has been very great. Between 1953 and 1963, the number of engineers entering Canada from abroad was equal to 73 per cent of the number graduated by Canadian universities . . ."

But the Council expresses a doubt whether the net "brain gain" for Canada can be maintained in the coming years.

"In the short run, it will be necessary to expand efforts to attract new skilled workers from other countries and to retain the ones we now have. But in the longer run a much larger part of the solution must be sought in educating and training a sufficiently high proportion of our own young people in the levels of skills required by a modern industrial society. In particular, the numbers proceeding to postgraduate degrees must be greatly expanded."

It will also be necessary, the Council says, to make the most efficient use of the high-level manpower we already have, and in particular to avoid using them in positions where their qualifications are not needed and that could be filled by less highly qualified persons.

If Canada is to devise appropriate policies for the development of adequate numbers of professional, technical, managerial and other highly skilled workers, much better information regarding the demand and supply must be compiled, not only for these workers as a group, but for individual skills as well. At the present time, great difficulty is encountered in attempting to assess the adequacy of our existing supplies of highly skilled workers in anything beyond the most general terms.

The report refers to agencies in Ottawa that are collecting statistics on certain aspects of changing demand and supply, of which the Department of Labour is one; but it says that there is "no one agency which compiles on a regular basis comprehensive and integrated surveys of anticipated developments in the supply and demand for high-level manpower in the years ahead."

It points out that, because of the long period of training required to produce these workers, it is necessary to be able to anticipate shortages in good time, "so that policies to overcome these deficiencies may be developed and take effect in time. The need for more information and more forward planning in this vital field is urgent."

Labour Market Policy

High employment can be sustained without rising prices and a deterioration of the nation's balance of payments only if there is efficient use of manpower resources, the Council states. No country can achieve maximum efficient utilization of manpower resources without effective labour market policy.

Both the theory and practice of labour market policy are, generally speaking, a postwar development. Labour market policy is concerned with facilitating fuller and more efficient use of manpower. It has acquired increasing importance in many countries with the growing realization that it is crucial to the attainment of national economic goals.

The objectives of labour market policy, the Council says, are to promote not only full employment, but other national economic goals as well. "Labour market policies can contribute to these objectives to the extent that they can influence efficient use of manpower resources."

The object of such policy, in the Council's view, "is to bring about the matching of the supply and the demand for labour in specific localities and occupations in such a way that manpower resources can be most productively utilized.

It has as its purpose both the achievement of high employment and the utilization of the labour force at its maximum productive potential. Workers who are employed at less than their productive potential, whether it is because of problems associated with lack of occupational, industrial or geographical mobility, earn less than they are potentially capable of earning. They contribute less to national productivity than they are potentially capable of contributing. There is thus an important loss of goods and services to the country as a whole.

The national economic loss from inefficient use of manpower resources can be just as great as the economic loss arising from unemployment. Equally important, when there is a mismatching of the supply of, and the demand for labour in an economy operating at a high level of demand, inflationary pressures inevitably arise.

Labour Mobility

"The removal of obstacles to desirable labour mobility is a chief function of labour market policy. For example, effective labour mobility is indispensable to minimizing the duration of unemployment when workers are displaced from their jobs. Shortening the period of unemployment can contribute significantly to economic growth and stability

by increasing the supply of labour needed to match demand. Inadequate labour mobility, by impeding the flow of labour at a time of high demand, results in shortages and bottlenecks which produce upward pressure on production costs."

In a changing economy, some industries will be contracting while others are expanding. The contraction of an industry often seriously affects the general level of employment in the territory in which it is situated. Thus, a declining industry and a depressed territory often go together. In such a case, a lack of labour mobility "may not only prolong problems of the locality, but may also result in expanding industries elsewhere being deprived of needed manpower."

There is thus a two-fold adverse effect on the national economy: the growth of the national product is retarded by unused manpower resources bottled up in a depressed industry or locality; and, at the same time, inflationary pressures may be created as a result of labour shortages in expanding industries or localities. Rigidities of this nature act as a deterrent to growth and handicap a country's competitive ability and its balance of payments position. Furthermore, since idle manpower must also be supported, this imposes an additional cost on the nation as a whole.

The report points out that the importance of labour mobility has increased in recent years owing to the greater rapidity of change and the greater dependence of one national economy on others. Occupational skills may be quickly wiped out through a new technical process, and whole industries may be sent into a decline as a result of technological changes, foreign competition or changes in consumer demand.

The day is probably gone when a new entrant into the labour force could reasonably expect to make one skill last throughout his working life, or perhaps to stay permanently in the same occupation, industry or locality.

With labour mobility having such critical importance to the viability of the economy, it cannot be dismissed as the sole responsibility of the individual. Nor can any local community be expected to assume the entire financial burden of providing training and retraining of its displaced workers when such workers, after training or retraining, may have to move elsewhere for reemployment.

National Employment Service

The dimensions of the problems associated with mobility are such that they can be dealt with adequately only with the assistance of appropriate public policy. "The main agency for implementing and for co-ordinating labour market policy should be the National Employment Service."

Contending that there has been considerable public confusion over the role of an employment service in the economy, the Council defines this role. An employment service "can no longer be regarded as simply an agency for registering unemployed applicants and taking orders from employers with unfilled vacancies, important as these services are.

"A new concept of the role of an employment service has developed in many of the advanced industrial nations. This concept suggests that the employment service must have the means to promote the occupational, industrial and geographical mobility of the labour force to meet the requirements of a changing industrial economy."

The report says that no criticism of the present administrators of the National Employment Service is intended. Besides being handicapped by shortage of staff and inadequate facilities, the NES has suffered from the fact that it was connected from the outset with the unemployment insurance system.

"It was perhaps inevitable that it should become in part a subordinate agency for referring unemployment insurance applicants to test their availability for work. Unfortunately, the NES has thus throughout its history been regarded by the general public as primarily a servant of unemployment insurance."

Echoing a recommendation of the Gill Committee, the Council says the Department of Labour is "the logical department to assume ultimate responsibility for manpower policies." It continues, "At the same time, however, it must be recognized that the NES must become the key operational agency for implementing manpower policies. It must also become the sole co-ordinating agency of all policies and programs related to the labour market. The allocation of responsibility for carrying out manpower policies among a number of separate branches and agencies will inhibit the development of a properly co-ordinated approach to manpower problems.

"If the NES is to assume the kind of role which we believe to be necessary to implement an active manpower policy, it must be given the highest possible stature within the Department of Labour."

Employer—NES Co-operation

The report emphasizes the point that "active co-operation between the employment service and employer is indispensable. No employment service can fulfil its role effectively without having an accurate and up-to-date knowledge of labour markets. This knowledge can only be obtained if there is an effective relationship between the local employment office and employers in the area. The key to an effective employment service is prompt reporting by employers of their unfilled job vacancies, and their expected vacancies.

"A basic weakness of the present NES is its inability to secure co-operation from enough employers to make it possible for it

to have comprehensive and up-to-date information on job vacancies. Indeed, a lack of comprehensive information on the demand for labour is a striking gap in our basic information about the economy."

The Council emphasizes the importance of voluntary co-operation between employers and local employment offices, and says that compulsion in this matter would frustrate rather than aid the establishment of a good working alliance between employers and NES offices.

The collection, analysis and dissemination of labour market information should be a major function of any employment service, and "the lack of comprehensive data on job vacancies makes labour market analysis at the present time virtually impossible." Besides the use of such information by the NES itself, there is an urgent need for it to be disseminated "in such form that it can be properly understood and used by the general public."

In addition to an excellent placement service, an employment service must have a well developed system of labour market services to facilitate labour mobility. "An employment service which does not possess adequate means to promote such mobility can scarcely hope to succeed in assisting the matching of the supply of, and the demand for labour in such a way that manpower resources can be most productively utilized."

The Council admits that there are many obstacles to labour mobility, but it says that in cases where the obstacle is mainly financial, much can be done; "it is imperative that the NES be empowered to grant adequate allowances, through its local offices, to all workers who need to move to another locality or industry to become re-employed."

The report suggests also that the NES should be in a position to disseminate information about the training opportunities available to those who need further training to enable them to obtain employment.

"Magnitude of the Challenge"

Turning to a more general view, the report returns to "the magnitude of the challenge" of providing a net increase of 1,500,000 jobs between 1963 and 1970. "Considering the slack which still exists in the Canadian economy, as well as the dramatic expansion in the labour force in prospect over the next few years, it is essential to have a large and sustained growth in total effective demand if high employment is to be successfully achieved and maintained. An appropriate combination of strong expansionary policies is therefore required to generate adequate levels of demand both at home and in export markets in support of rapidly expanding employment."

But it says that the aim of swiftly rising employment is not enough. "There must also be strong emphasis on increased efficiency. Under highly competitive conditions, high rates of productivity growth must be achieved if the goal of sustained high employment is to be reached and maintained. At the same time, successful attainment of consistent high employment can be a powerful contributing factor to sustained productivity growth."

The report points out the danger that "strong demand conditions favourable to high employment and sustained economic growth may also encourage rapid or persistent increases in prices which would have unfortunate consequences."

Dealing again with adjustment to change and the mobility of resources, the report says, "Economic growth necessarily implies the expansion of some activities and the withering of others, the emergence of new products and the extinction of others, growing requirements for some skills and declines for others, the development of new knowledge and better techniques and the obsolescence and upsetting of traditional and established know-how and methods. Moreover, the swifter the pace of growth, the swifter and the more uneven will be these processes of change. Conversely, where there is little or no change there will be little or no growth."

When individual workers and firms are affected by falling demand for their services or products, governments may be urged and tempted to subsidize and support declining and less efficient industries, employers are tempted to seek shelter behind trade restrictions, and labour unions are tempted to cling to old working rules. "Obviously, if such defensive and negative approaches prevail, both change and growth will be curtailed."

Recently, the Council says, increasing attention has been given to means of facilitating adjustment to changes. "Greater co-operation and consultation between management and labour, based on better information and adequate longer range anticipation of impending changes, could in our judgment make an important contribution to orderly change in the interests of both parties."

Contribution of Collective Bargaining to Adjustment to Technological Change

Widespread application of new technology is dominant factor shaping present collective bargaining developments, says speaker at Conference on Manpower Implications of Automation

It is clear to even the most casual observer that the dominant consideration shaping present collective bargaining developments in the United States is the widespread application of new technology, said Arnold R. Weber of the Graduate School of Business, University of Chicago. Mr. Weber spoke on, "Variety in Adaptation to Technological Change: The Contribution of Collective Bargaining," at the North American Joint Conference on the Requirements of Automated Jobs (L.G., Feb., p. 102).

In going on to outline the methods by which unions sought to deal with the reduction in employment consequent upon the extension of the use of labour-saving machines and methods, Mr. Weber quoted the late Sumner Slichter as saying that these methods fell into three broad classes: methods of obstruction, of competition and of control.

"Because of either enlightenment or resignation, trade unions generally have abandoned the first two approaches," he remarked, and for the most part, they have adopted "a strategy of benign control." At present, the idea of control went beyond such things as the determination of manning requirements, wage payments, and so on, and included "the management of change and the allocation of the work force" within both the firm and the labour market at large.

Management of change, he said, included four broad categories of measures: the use of normal administrative and economic processses, the sharing of available job opportunities, economic guarantees and indemnification, and facilitating the transfer of workers to jobs outside the firm.

Early Notice

Mr. Weber went on to deal in some detail with these various methods of adjustment and with specific instances in which they had been applied. Technological changes often require a considerable period of time to complete, and this period may be made use of in preparing ways of reducing the impact of the change on the work force. One of these is giving early notice of the changes to the employees who are expected to be involved.

The possible benefits of advance notice of large-scale displacement of labour due to technological change are so obvious that it is surprising that they have rarely been incorporated in labour-management agreements in the United States. Clauses dealing with layoffs commonly found in agreements are designed to deal with marginal fluctuations in the size of the work force rather than with drastic adjustments.

The apparent reluctance of management to advance notice provisions suited to the requirements of mass displacement arises from a number of "delicate economic and tactical considerations," such as the fear that it will have an adverse effect on the morale and productivity of the employee, or that the union will try to block or hinder the changes. Union leaders, on their side, may be concerned about what sort of attitude they should adopt toward the introduction of changes that may mean chronic unemployment for some of their members.

Besides these considerations of strategy, there is the objection that a fixed term of notice is not feasible because the time required to introduce the changes may vary widely from one case to another.

But, the speaker said, although these problems are real enough, available evidence indicates that they are generally exaggerated, and that the benefits from advance notice will exceed the possible costs.

The "Attrition" Approach

Once a procedure for advance notice and planning has been established, he said, other normal economic processes can be employed to mitigate the employment effects of changing technology. One of these is the "attrition approach." He said, however, that the attrition method did not solve all difficulties; and it worked best when the rate of contraction of the labour force due to this set of causes was approximately equal to, or greater than the rate of displacement due to technological change.

In cases where "natural" attrition was not sufficient, resort was had to "controlled" attrition by which a collective agreement put a limit on the rate of decline in the number of positions. "Controlled" attrition sought to manipulate the decline in job opportunities but a third form, "induced" attrition was used to hasten the rate of turnover by offering inducements, such as early retirement benefits to employees to withdraw from the firm or the labour market.

But although early retirement was a simple and appealing solution to the prospect of technological unemployment, it had its drawbacks, such as the severe pressures to which union leaders were subjected in deciding between the conflicting demands of the younger and the older workers, and the fact that early retirement for some workers might mean empty idleness rather than a prelude to the "golden years".

Job Sharing

Mr. Weber next turned to a consideration of the various forms of job-sharing plans favoured by American unions. "Where the burden of displacement associated with technological change falls most heavily on a few departments or plants, programs will be developed to expand the unit of employment opportunities. In contrast, when the impact of new technology is evenly felt throughout the work force in a given industry or bargaining unit, the union is likely to strive for a reduction in the hours of work on a daily or annual basis."

The speaker described the various forms of job-sharing plans, which included modifications of the seniority system in the plant, increasing the opportunities of transfer to new occupations, and establishment of systems of transfer from one plant to another.

Enlarging seniority units and providing for "bumping" by senior employees might avert problems of equity, but Mr. Weber said, these innovations suffer from an inherent shortcoming as a device for sharing job opportunities: they afford the senior worker greater immunity from the consequences of technical change, but this means that the brunt of unemployment will be borne by junior workers. "In order to overcome this limitation, some unions have sought to expand the unit of economic opportunity to include occupational sectors in which the number of jobs has been relatively stable or increasing . . . ."

Connected with plans for expanding the unit of economic opportunity were relocation and moving allowances and retraining programs. Regarding the latter, Mr. Weber said that the training requirements posed by transfer programs have not created any extreme problems of administration. In many cases, the jobs in the new units are sufficiently comparable to those in the old facilities so that the worker can perform satisfactorily after a relatively short break-in period. The experiences in the automobile and meat-packing industries, in particular, indicate that transfer programs can be implemented without imposing heavy training costs . . . ."

Shortening Hours

Referring to shortening working hours as a remedy for technological unemployment, he remarked that the use of shorter hours as a method of adjusting to technical change, at least in the short run, has been sternly resisted by management on the grounds of the relationship between operating costs and shorter hours.

In addition, the fact that the demand for shorter hours is often linked with other demands to maintain the previous level of weekly compensation by increasing hourly wages, is not calcuated to assuage management's suspicions concerning the unions' motives for pressing policies in this area.

"In any case, the unions' current efforts to reduce the hours of work on a daily or weekly basis generally have been unsuccessful. The successes registered to date have been achieved in those industries that already enjoy relatively short hours by national standards." But the success, for example, of the ITU and the IBEW in New York was not typical and was due to special local conditions.

Shortening Work Year

Efforts to reduce the length of the work year had been more successful than those that aimed at reducing the length of the day or week, he said. He cited the "sabbatical leave" introduced in the United States basic steel, can and aluminum industries; and other "ingenious" methods of reducing the annual hours of work, including the widespread increase in length of paid vacations and the shortening of the qualifying period of service.

Regardless of the route taken to achieve a reduction in hours, this approach to technological displacement poses several operational problems. First, where the pressure for efficiency is great, the anticipated job openings may not be forthcoming as management seeks to operate without additional manpower. Although it is too early to reach any conclusive judgments, this pattern appears to be emerging in the steel industry.

The experience of the electrical workers in New York also appeared to have been that the number of new jobs that had resulted from the shortening of the work week had fallen considerably short of the number suggested by "initial projections."

Second, it is not clear that workers—or their wives—prefer increased leisure over money income. The incidence of moonlighting and the apparent appetite of workers for overtime at premium pay may minimize the expansion of job opportunities promised by shorter hours.

Economic Guarantees

Economic guarantees and indemnities for displaced workers described by Mr. Weber included guarantees of jobs of minimum earnings for a prescribed period and lump-sum payments. Of such plans, he remarked, "to

a degree, economic guarantees are subject to the observation that was sometimes made concerning the guaranteed annual wage: where it is most needed, it is impractical; where it is practical, it is not needed . . . ."

In practice, economic guarantees are most likely to emerge under two sets of conditions. First, such guarantees may be established where there is a prospect that they can be honoured with negligible or moderate costs. In this situation, the true significance of a guarantee is that it creates a financial goad to management to engage in systematic manpower planning, involving the full exploitation of attrition minimizing the costs of assurance of jobs or income. The guarantee, in effect, is a safeguard against the contingency that technical change will be introduced without regard to the interests of the labour force.

Second, employment and income guarantees for a limited time period may be accepted by management as the *quid pro quo* for the right to introduce changes that promise substantial improvements in efficiency. Even though the cost of the guarantees is heavy, it is overbalanced by the anticipated benefits. The offer of a guarantee may be necessary to overcome union resistance to the modification of work rules that limit management's discretion in the use of new methods. In this sense, economic guarantees are a form of collective indemnification which approach the conventional concept of severance pay.

The indemnification approach, in its own right, avoids most of the complications associated with a continuing attachment of workers to a firm with declining employment opportunities. Instead, measures such as severance pay usually signify a final break in the employee-employer relationship. With a few exceptions, receipt of severance pay also liquidates any rights to other benefits provided under the agreement.

Because of the special condition required, economic guarantees have not been widely used in dealing with the consequences of technical change . . . .

Severance Pay

Referring to severance pay, Mr. Weber said:

Indemnification through lump sum severance payments is a terminal step in the adjustment to technical change within the bargaining relationship. In theory, severance pay may contribute in diverse ways to the adjustment process.

First, it presumably offers the employee some restitution for the loss of high "property rights" in a job. Second, severance pay provides the displaced worker with resources to meet his financial obligations while canvassing the labour market for a new job. And third, when the aggregate amount of severance pay is substantial and paid as an out-of-pocket expense rather than on a funded basis, the cost might create a short term deterrent to the rapid introduction of labour-saving technology.

There is insufficient evidence to support any conclusive evaluation of the relationship between the theoretical and practical consequences of severance pay. In any case, severance pay provisions are now found in approximately 30 per cent of the collective bargaining agreements in the United States.

Finally, the speaker dealt with plans devised to help displaced workers to find new jobs in the general labour market. He said:

When labour displacement becomes an irrevocable fact, the workers are cast into the labour market where they must fend for themselves. In fact and theory, the labour market is still the principle mechanism for adjusting to new manpower requirements in the economy. In this respect, professional economists have found great comfort in the operation of "the invisible hand" in the market place. There is ample evidence, however, that in specific instances this "invisible hand" is all thumbs and may benefit from visible guidance by unions and management.

The possible types of guidance are two-fold: efforts to facilitate placement with other firms, and occupational retraining. In almost all cases where such programs have been implemented, they were extra-contractual in nature. They reflected the willingness of the parties to extend the scope of their obligations beyond the plant gate or union hall, especially when there was large scale displacement in a short period of time.

Direct placement campaigns for displaced workers often must overcome formidable obstacles. Frequently, the job seekers suffer from handicaps identified with race, age, education, and the lack of transferable skills. In addition, the labour market must be sufficiently broad and buoyant to create some probability that the quest for new employment will end in success. Within these limitations, the parties can make a modest contribution to the adjustment process by collecting and disseminating job information and by counselling job seekers in the realities of the labour market. Management representatives may actively canvass other employers, while the union can take steps to organize the "grapevine" that functions in every labour market. Another important measure is the initiation of early and active co-operation with the local office of the Employment Service, which may be geared to handle large groups of displaced workers on a special project basis.

The results of union-management placement efforts have been highly variable.

Retraining, Mr. Weber remarked, had of recent years come in for increased attention from unions and management as "a potentially useful adjunct to placement efforts. Because many of the workers who are most vulnerable to technological displacement have minimal or non-transferable skills, retraining can promote occupational mobility and thus re-employment in the labour market. Training programs for jobs outside the bargaining relationship have been initiated by union-management agreement in a few cases . . . .

Programs for retraining have been subject to the same problems and frustrations that arise in any educational activity . . . The availability of adequate vocational education facilities, the duration of the training, the characteristics of the retrainees and the arrangements for financial support during the period of training all have a profound effect upon the success of the retraining effort. Moreover, the prospect of returning to school for a prolonged period of intensive study may not be attractive to a middle-aged worker who has been away from a formal educational situation for many years.

He commented, however, that the Armour experience in the meat-packing industry, in particular, indicated that "jointly sponsored retraining programs can have a constructive influence on the adjustment process." Although experience of the first attempt of the Armour Automation Committee had not been encouraging, a later and more carefully organized project had enabled 96.5 per cent of the male trainees to find jobs within a year after the plant had shut down, whereas only 72 per cent of those not trained had been able to do so.

Mr. Weber said, however, "It is not likely that many other unions and managements will engage in private, experimental retraining efforts to facilitate employment outside the bargaining unit. To be effective, such programs require the commitment of considerable resources and intensive administration over a prolonged period. Most unions and managements probably are unwilling to make this commitment, and instead will choose to direct their energies to devising methods for conserving job opportunities within the framework of the relationship . . ."

In summary, Mr. Weber said, "The response of collective bargaining to the challenges posed by technological change once again demonstrates that institution's capacity to engender a variety of programs to deal with the problems at hand. The variety of programs, in turn, reflects the diversity in the tempo and impact of technological change in the American economy. . . .

"Undoubtedly unions and companies will continue to experiment with solutions to the problems posed by technological change. This capacity for experimentation has been one of the enduring virtues of the American system of collective bargaining. In the immediate years ahead, however, the greatest progress can be made not by a series of random innovations, but rather by refining available measures and tying them together in a coherent program . . . .

"The problems of adjustment to technological change are not likely to abate in the immediate years ahead. Nonetheless, within the limitations imposed on any single institution in a free society, collective bargaining probably will respond to the challenge of the new technology with more vitality than resignation. The circumstances require nothing less than the best efforts on both sides of the bargaining table."

The Current Status of Labour-Management Co-operation in Canada

Canadian labour and management will sooner or later be faced with choice of co-operating voluntarily or being compelled to do so, states paper at National Labour-Management Conference

Canadian labour and management will sooner or later be faced with the choice of co-operating voluntarily or being compelled to do so by government and the tenor of public opinion. This is the conclusion drawn by Dr. W. D. Wood, Director of the Industrial Relations Centre of Queen's University, in "The Current Status of Labour-Management Co-operation in Canada," a study commissioned by the Economic Council of Canada for the National Conference on Labour-Management Relations (L.G., Jan., p. 22).

The question to be considered is no longer whether co-operation should be adopted in Canada, says Dr. Wood. The pertinent questions are how much co-operation should we have, what kind of co-operation, what shall be the specific purposes, and what factors facilitate it?

Labour-management co-operation is a means rather than an end in itself, says Dr. Wood. It is a method of achieving a particular objective or set of objectives, rather than something to be pursued for its own sake. The method may be formal or informal; it may be carried out at different levels of industry and the economy; and it may be one of several quite different types. It is a systematic approach for the achievement of industrial relations and economic goals, not to be confused with what Dr. Wood terms the "good fellow" approach to common problems.

National and regional economic co-operation involves reaching a consensus on goals, identifying and understanding problems, and co-operating to develop public and private policies to meet and solve them. This provides a framework for decisions in the private sector consistent with those at the higher levels of economy. At these levels, labour-management co-operation is clearly an aspect of economic planning. In Canada, we have what is known as "free" planning, where emphasis is on consultation, persuasion, education and voluntary co-operation, without government compulsion and direction.

The second broad type of co-operation takes place at the level of plant, firm and industry. It is characterized by joint problem-solving approaches, a more rational approach toward bargaining issues, and improvement in the co-operative aspects of collective bargaining. Its main purposes are to improve the effectiveness of free collective bargaining, and of managerial and trade union policies, and, at the same time, to ensure that private policy is in harmony with broader public policies.

Two basic assumptions underlying such "realistic co-operation" are free collective bargaining and an enterprise economy in which there are no major shifts in the present mix between the private and public sectors. Government is already an integral part of our economic system.

The important problem is to ensure that government policies are appropriate for achieving our national goals as well as for providing a climate for the most effective operation of the private sector of the economy.

Why do we need co-operation?

The rationale Dr. Wood advances for increased economic co-operation at both levels is economic. It is based on the premise that co-operation can have positive effects on the economy through improved motivation, through better public and private policies, and through more effective implementation of policies.

Despite a general improvement in the outlook, there are problems that face the economy today—automation, persistent unemployment, changes in the make-up of the labour force, increasing international competition, changing market structures, lagging rates of growth, and the problem of achieving appropriate incomes and price structures.

"Unless labour and management take a more constructive approach toward problems, eliminating unnecessary conflict, free collective bargaining may well be restricted, in view of those economic problems and a declining public tolerance of power bargaining".

Moreover, there is increasing likelihood that, if labour and management do not themselves make constructive efforts to solve problems within the framework of free collective bargaining, government will step in to ensure that they do take more positive approaches.

Probably in no area today is there a better rationale for co-operation, and greater scope for co-operation, than in the field of education, the study suggests. Lack of appropriate levels of education and skills underlies such economic and industrial relations problems as the persistent hard core of unemployment, the displacement and downgrading of many skills caused by automation, and the general concern for job security. This is an area of vital interest to both labour and management, and one in which there is great opportunity for co-operative efforts.

How much co-operation?

How much co-operation is needed? The efficiency of industry depends on healthy and constructive differences between labour and management as well as on co-operation between the two. It is important, therefore, to distinguish conflict that is constructive, and thus necessary, from that which is unnecessary.

Largely, this is a question of carving out those areas where there is mutuality of interest and adopting joint problem-solving approaches to them. Where differences remain, Canadian experience indicates that accommodation will be arrived at more easily if progress is first made in solving mutual problems.

Factors facilitating co-operation

The industrial relations experience of many countries suggests that labour-management co-operation generally emerges during periods of economic crisis. This "crisis hypothesis" has been borne out by Canadian experience, most notably in the development of joint labour-management committees during World War II, under the stimulus of the war effort; in the approaches that particular companies and industries have adopted to deal with problems which have faced them; and in the increased interest in co-operation that has followed in the wake of the 1956-57 recession.

On the other hand, co-operation has developed in many instances in what appear to be quite ordinary circumstances—out of a gradual maturing of relationships.

Is there at present in Canada a crisis of the sort that can facilitate labour-management co-operation? Dr. Wood maintains that the economic problems facing the country at the moment undoubtedly fit into the crisis concept. In addition, six other key factors which facilitate co-operation are outlined by Dr. Wood:

1. *Objectives and goals.* Since co-operation is essentially a method of approach, it must have specific goals. In order to achieve "realistic co-operation," it is clear that there must first be general agreement about national economic goals, and about the need for better public and private policies to reach them.

Within this framework, and with greater knowledge, information and discussion, mutual objectives can be isolated at other levels of the economy and the parties' self-interests more clearly identified. In many

cases, the interests of the parties may be closer to the national interest than they now appreciate.

2. *Attitudes.* If we are to achieve our economic goals, there must be a willingness on the part of labour and management to co-operate and a recognition that there are mutual benefits to be gained from co-operation. There is need to develop a problem-solving climate for co-operation at all levels, one in which there is less emphasis on traditional stands and more on coming to grips with the problems of today in a positive way. Labour and management must approach matters more with a view to reaching agreement rather than to discovering how much each can gain.

3. *Knowledge and information.* The factor that underlies much of the unnecessary conflict between labour and management is lack of knowledge about mutual goals and problems. Knowledge is particularly important in free planning and free collective bargaining, which can operate effectively only if individual groups know what their self-interests and mutual interests are.

If we are to have effective public and private policies, it is essential that we have the facts and analysis necessary to understand present-day problems as well as to take a more rational approach to them. Past experience alone is not enough for the new and complex problems we face at all levels of the economy.

4. *Institutional security.* A necessary condition for co-operation is institutional security for both labour and management. Trade unions will be reluctant to co-operate with management if it appears to them that, through co-operation, the union institution is likely to be weakened. Management must have security that co-operation will not involve undue restrictions on the operation of the enterprise system, and that, at the plant level, it will not handicap management's responsibility for management of the concern. Indeed, co-operation generally develops and functions to best advantage in an environment of established and stabilized collective bargaining relationships.

Labour and management must recognize that each has a legitimate role to play and that, consequently, each has a right to its continued existence. This does not mean that labour and management should be in full agreement with each other's objectives; it does mean that there should be mutual understanding of them.

5. *Favourable external environment.* This does not mean that there should be no problems to solve. It does mean that government economic and social policies and legislation should provide an appropriate climate for solving problems through co-operation.

Without a continuing full employment objective, for example, together with appropriate policies to cushion the shock of unemployment and displacement, co-operation may be interpreted by workers and trade unions, particularly at the plant level, as presenting a threat to job security, as well as to the security of the union. In such circumstances, economic crisis may serve as a barrier rather than a stimulus to co-operation.

It is also important that these and other policies within each level of government and between governments should be in harmony with our goals. We need a continuous review of economic policies to ensure that they are in step with today's world, that they are consistent with each other within and between all levels of government, and that they provide a climate for co-operation.

Along with appropriate economic and related policies, we also need leadership by governments in promoting co-operation to achieve goals. Since labour-management relations is primarily a provincial responsibility, there must be appropriate leadership at this level.

Finally, it is important that labour relations legislation should facilitate co-operation. We need to examine whether present legislation, with its emphasis on achieving agreement as quickly as possible under crisis deadlines, is appropriate for the kind of complex problems that face the parties today. It may be questioned whether it gives labour and management the flexibility and time they need to handle complicated problems in a period of rapid change. What the parties need is time for longer-run study, consultation and discussion away from the deadline of crisis situations at the bargaining table.

6. *Mechanisms and approaches.* Co-operation cannot develop without appropriate mechanisms at all levels to get it going and to enable it to operate effectively. At the national level, we need an independent body to give, through research and study, over-all purpose to co-operation, and to provide a forum for developing a consensus on goals, problems and methods. With the establishment of the Economic Council of Canada, this important mechanism appears to have been provided.

At the level of the regional economy, there must be independent bodies, such as provincial economic councils, which can provide the mechanism for co-operation to achieve regional goals in tune with the national interests.

One of the biggest tasks ahead will be that of translating national and regional economic goals and problems to management and unions at the plant level. In this respect, an important contribution could be made by

trade unions and employer groups. Both must take the time now to review their role in view of the complex problems facing them.

Although no blueprint can be suggested for co-operation on the plant level, it has been shown that many problems can be ironed out through such means as joint meetings prior to negotiations, continuous discussion between contract negotiations, joint study groups, and use of experimental agreements.

Canadian Experience

The main conclusions that can be drawn about the various Canadian experiments in labour-management co-operation over the years are that these have been sporadic, that they have not been carried out on a broad front, and that they have had little co-ordination or sense of purpose. There have been some encouraging successes but also a number of disturbing failures.

The CNR program of co-operation, one of the most successful union-management plans in Canada, was introduced during the 1920's and has continued to operate to the present day.

During the 1930's, there were no significant developments in labour-management co-operation, possibly because the high levels of unemployment in that decade did not provide a favourable climate for co-operation.

With the onset of World War II, however, joint production committees developed throughout a number of Canadian industries, mainly those which were essential to the war effort. These committees were characterized by emphasis on production problems at the plant level.

After the war, the work of promoting labour-management production committees was assumed by the Labour-Management Co-operation Service of the Department of Labour. There has been a considerable increase in the number of these committees, but the emphasis now is on general problems rather than on production.

A new phase of labour-management co-operation began in the late fifties, in response to the recession of 1956-57. This phase is characterized by an increased emphasis on co-operation at the national and regional levels of the economy rather than at the level of the plant.

Two significant examples of this trend were the creation of the National Productivity Council in 1960, and the establishment in 1963 of the Economic Council of Canada which took over many functions of its predecessor.

Of the Economic Council of Canada, Dr. Wood says: "Perhaps the main importance of the Economic Council is that it provides a mechanism for joint co-operation on the broader questions of the Canadian economy and, for the first time, provides a framework to give a sense of direction and purpose to co-operation at lower levels of the economy."

Accompanying these developments at the national level, some form of economic council or related body was established by most of the provinces. There has also been developing or renewed activity in the area of joint proposals on labour legislation, most notably in Quebec, Manitoba and Nova Scotia.

Developments in individual plants or industries have not kept pace with those at higher levels, although there have been scattered examples of co-operation such as those at Domtar and Abitibi. Over the years, however, there has been a gradual improvement in accommodation through collective bargaining which fact suggests that there has been a steady, if undramatic maturing of relationships.

World Labour Situation in 1964

No change in pattern of previous years: continued improvement in industrialized countries with no narrowing of gap between them and developing countries, says International Labour Office

The world labour situation in 1964 followed the pattern of previous years: continued improvement in the industrialized countries, and a persistently wide gap between industrialized and developing countries. Such is the picture that emerges from statistics collected by the International Labour Office.

Most industrialized countries continued to enjoy a period of notable prosperity. Economic expansion continued, employment rose, unemployment declined and an increasing number of European countries called in foreign labour. Higher wages were only partly absorbed by higher consumer prices. In a few industrialized countries, however, expansion tended to slow down toward the end of the year.

Figures for developing countries are still scattered, but information received indicates that these countries continue to suffer from high rates of unemployment and underemployment.

The World Situation

Employment records established in 1963 were broken in 1964 in virtually all industrialized countries despite a great decline in the number of persons employed in agriculture. With the exception of Argentina, Switzerland and Zambia, employment in manufacturing increased in all countries for which data are available, often at a faster rate than in 1963.

In the industrialized countries, unemployment remained at a very low level or dropped even more. The manpower shortage from which several European countries suffer, and particularly the shortage of skilled workers, became still more acute. In the United Kingdom and the United States, a long period of increasing unemployment was reversed. In the United States, however, almost 5 per cent of the labour force is still unemployed.

Employment

As in the previous years, employment went up in virtually all the countries for which figures are available; only Italy, Malawi and Zambia reported declines in employment.

Record figures were reached in many industrialized countries, often as a result of increased numbers of women workers and of recourse to foreign labour. In July 1964, the number of employed persons in Canada approached 7 million for the first time.

In the Federal Republic of Germany, the arrival of the millionth foreign worker was celebrated early in the autumn of 1964. At that time, foreign workers in Switzerland numbered some 900,000. Austria, Belgium, France, Luxembourg and The Netherlands also employ many foreign workers, chiefly from Italy, Spain, Greece, Turkey and Portugal.

The rise in the general level of employment seldom exceeded 2 per cent, however. In most industrialized countries, it was slowed down by a continuing drop in agricultural employment. This decline was particularly notable in Canada, Denmark, Finland, Italy, Japan, Puerto Rico and the United States. In the United States, almost a million workers left the land during the past five years.

Employment in manufacturing remained stable or increased in almost all the countries for which statistics are available. It rose less than 1 per cent in Austria, Colombia, France, The Netherlands and Sweden, and 6 per cent or more in Yugoslavia and Zambia. Canada, New Zealand and Puerto Rico reported a rise of about 5 per cent.

Unemployment

Unemployment continued to diminish in most industrialized countries; in many of them, it reached a very low level, often less than 1 per cent of the total labour force. In some countries, such as Luxembourg and Switzerland, there are virtually no registered unemployed.

An appreciable drop in numbers of unemployed was observed, notably in Australia, Denmark, the United Kingdom and the United States. In Austria, Belgium, Canada, the Federal Republic of Germany, India, Israel, Japan, New Zealand, Norway and Yugoslavia, there were fewer unemployed at the end of 1964 than at the end of the previous year.

In the United States, for the first time since 1957, unemployment remained under 5 per cent of the total labour force for five consecutive months.

In the United Kingdom, unemployment, which had increased almost continuously from August 1961 to February 1963, began to diminish in March 1963. This drop has continued almost without interruption since then, and the number of unemployed in each month of 1964 was less than that in the corresponding month of 1963 and in November fell to a figure lower than any recorded for that month in seven years.

Money Wages and Real Wages

Money wages increased in the 30 or so countries for which data are available. The rises were variable, ranging from less than 2 per cent in Ceylon to 45 per cent in Argentina.

The rise was between 10 and 20 per cent in six countries, between 5 to 10 per cent in eight countries. In seven other countries, including Canada and the United States, the rate of increase was from 2 to 5 per cent.

In Argentina, Canada, Ireland and the United Kingdom, weekly earnings increased more than hourly wage rates because longer hours were worked. For instance, in the United Kingdom, during one week in October 1964, more than one third of the workers employed in the manufacturing industries worked an average of 8 hours overtime, and the total overtime—about 17 million hours—was the highest on record.

Taking account of the rise in prices, real earnings increased less than money wages. Real wages increased more than 5 per cent in eight countries, and from 2 to 5 per cent in 14 others.

Latest Labour Statistics

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
Total civilian labour force (a) (000)	Feb. 20	6,844	− 0.2	+ 2.3
Employed (000)	Feb. 20	6,446	0.0	+ 3.6
Agriculture (000)	Feb. 20	508	− 1.0	− 10.9
Non-agriculture (000)	Feb. 20	5,938	+ 0.1	+ 5.0
Paid workers (000)	Feb. 20	5,417	0.0	+ 5.6
At work 35 hours or more (000)	Feb. 20	5,395	+ 0.1	+ 2.2
At work less than 35 hours (000)	Feb. 20	857	− 0.6	+ 12.3
Employed but not at work (000)	Feb. 20	194	0.0	+ 7.2
Unemployed (000)	Feb. 20	398	− 2.5	− 14.8
Atlantic (000)	Feb. 20	78	+21.9	+ 6.8
Quebec (000)	Feb. 20	144	− 9.4	− 18.2
Ontario (000)	Feb. 20	93	− 5.1	− 19.1
Prairie (000)	Feb. 20	46	− 2.1	− 17.9
Pacific (000)	Feb. 20	37	− 7.5	− 21.3
Without work and seeking work (000)	Feb. 20	369	− 3.7	− 15.8
On temporary layoff up to 30 days (000)	Feb. 20	29	+16.0	0.0
Industrial employment (1949=100)	December	131.2	− 2.6	+ 4.9
Manufacturing employment (1949=100)	December	121.9	− 2.0	+ 5.2
Immigration	Year 1964	112,606	.....	+ 20.9
Destined to the labour force	Year 1964	56,190	.....	+ 22.5
Strikes and Lockouts				
Strikes and lockouts	February	50	+ 6.4	+ 8.7
No. of workers involved	February	26,596	−10.7	+234.2
Duration in man days	February	294,100	+33.5	+256.9
Earnings and Income				
Average weekly wages and salaries (ind. comp.)	December	$85.70	− 2.6	+ 5.0
Average hourly earnings (mfg.)	December	$ 2.08	+ 2.0	+ 3.0
Average hours worked per week (mfg.)	December	38.9	− 5.6	+ 2.4
Average weekly wages (mfg.)	December	$80.85	− 3.8	+ 5.6
Consumer price index (1949=100)	February	137.2	+ 0.2	+ 2.0
Index numbers of weekly wages in 1949 dollars (1949=100)	December	141.5	− 3.9	+ 3.6
Total labour income $000,000.	December	1,977	− 2.8	+ 8.6
Industrial Production				
Total (average 1949=100)	January	214.4	+ 0.8	+ 6.1
Manufacturing	January	184.6	+ 0.2	+ 6.6
Durables	January	195.0	+ 4.6	+ 7.0
Non-durables	January	175.7	− 3.7	+ 6.2
New Residential Construction (b)				
Starts	February	5,753	−15.6	− 4.4
Completions	February	8,060	+13.6	+ 0.4
Under construction	February	87,514	− 2.7	+ 10.9

(a) Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

(b) Centres of 5,000 population or more.

Employment and Unemployment, February

There was no appreciable change between January and February in either employment or unemployment. During this period in the past two years also, changes were relatively small.

Employment in February was estimated at 6,446,000, the number of unemployed at 398,000.

Unemployment in February represented 5.8 per cent of the labour force, compared with 7.0 per cent in February 1964 and 8.4 per cent in February 1963. In January this year, the unemployment rate was 6.0 per cent; seasonally adjusted, 4.3 per cent. Seasonally adjusted, the February 1965 unemployment rate was 4.0 per cent.

Employment in February was 223,000 higher and unemployment 69,000 lower than a year earlier.

The labour force, at 6,844,000, was 154,000 or 2.3 per cent higher than in February 1964.

Employment

Both farm and non-farm employment remained stable between January and February.

In almost all non-farm industries, employment was well maintained during the month. The construction industry in particular remained very active for the time of year. Activity in residential construction continued at a very high level, stimulated by the Government incentive program for winter housebuilding.

Total employment in February was 3.6 per cent higher than a year earlier. Year-to-year increases of about this magnitude occurred throughout the past year and a half. The average annual increase during the last decade was 2.3 per cent.

Non-farm employment was up over the year by 285,000 or 5.0 per cent. Service and manufacturing continued to show the largest gains. Farm employment in February was estimated at 508,000, down 62,000 from February 1964.

Employment was higher than a year ago in all regions. The largest percentage increase— 5.8 per cent— was in British Columbia.

Unemployment

Unemployment showed no appreciable change between January and February, whereas in previous years it frequently increased during this period. The February estimate of 398,000 was 69,000 lower than a year earlier. Virtually all of the decline was among men.

Of the 398,000 unemployed in February, some 292,000, or nearly three fourths of the total, had been unemployed for three months or less. An estimated 59,000 had been seeking work for four to six months, and 47,000 for seven months or more.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	Feb. 1965	Feb. 1964	Feb. 1965	Feb. 1964	Feb. 1965	Feb. 1964	Feb. 1965	Feb. 1964
Metropolitan	4	6	8	6	.....	.....	.....	.....
Major Industrial	11	13	13	11	2	2	.....	.....
Major Agricultural	5	5	9	9	.....	.....	.....	.....
Minor	25	28	28	27	5	3	.....	.....
Total	45	52	58	53	7	5	.....	.....

CLASSIFICATION OF LABOUR MARKET AREAS—FEBRUARY

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	Quebec-Levis St. John's Vancouver-New Westminster-Mission City Winnipeg	Calgary Edmonton Halifax Hamilton Montreal Ottawa-Hull Toronto Windsor		
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agricultural activity)	Corner Brook CORNWALL ← Granby-Farnham-Cowansville Joliette Lac St. Jean Moncton New Glasgow Shawinigan Sherbrooke Sydney-Sydney Mines Trois Rivieres	Brantford Fort William-Port Arthur Kingston London Niagara Peninsula Oshawa Peterborough Rouyn-Val d'Or Saint John Sarnia Subdury Timmins-Kirkland Lake-New Liskeard Victoria	Guelph Kitchener	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agriculture)	Charlottetown Prince Albert Riviere du Loup Thetford-Lac Megantic-St. Georges Yorkton	Barrie Brandon Chatham Lethbridge Moose Jaw North Battleford Red Deer Regina Saskatoon		
MINOR AREAS (labour force 10,000 to 25,000)	Bathurst Bracebridge Bridgewater Campbellton Dauphin Dawson Creek Drummondville Edmundston Gaspe Grand Falls Kentville Montmagny Newcastle Okanagan Valley Portage la Prairie Quebec North Shore Rimouski Ste. Agathe-St. Jerome St. Stephen Sorel Summerside Valleyfield Victoriaville Woodstock, N.B. Yarmouth	Beauharnois Belleville-Trenton Brampton →CENTRAL VANCOUVER ISLAND →CHILLIWACK Cranbrook Drumheller Fredericton Goderich Grand Prairie →KAMLOOPS Lachute-Ste. Therese Lindsay Medicine Hat North Bay Owen Sound Pembroke Prince George-Quesnel Prince Rupert St. Hyacinthe St. Jean Sault Ste. Marie Simcoe Swift Current Trail-Nelson Truro Walkerton Weyburn	Galt Listowel St. Thomas Stratford Woodstock-Tillsonburg	

→The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used see page 207, February issue.

Major Settlements in 1964

In 1964, more than 175 major agreements were negotiated in Canada in industrial sectors other than construction. These settlements covered approximately 422,000 workers in bargaining units of 500 or more employees.

Of these agreements, nearly 20 per cent were for a term of one year, 47 per cent were to run for two years, and 30 per cent were to be in force for three years. The remainder of the contracts were for other lengths of time.

Five of the major settlements that were concluded during the year provided for no general wage increases, but incorporated other changes in contract provisions.

Of 33 one-year agreements, 42 per cent provided for wage increases on labour rates ranging from 6 to 10 cents an hour, the most common wage increase being 7 cents an hour. In 18 per cent of the one-year contracts, labour rate increases ranged from 11 to 15 cents an hour.

Forty-eight per cent of the 83 wage settlements having a term of two years included labour or base rate increases of 10 to 15 cents an hour. More than two-fifths of the two-year contracts provided for wage increases in the range of 16 to 20 cents an hour. The most frequent wage increases, embodied in 19 out of the 83 two-year agreements, were 11 and 12 cents an hour.

Of 52 three-year contracts negotiated by employers and labour organizations, 20 included hourly wage increases on labour rates of 15 to 20 cents; most of the wage increases in this range were from 16 to 18 cents an hour. Wage increases of 21 to 25 cents an hour were provided for in 14 three-year agreements, half of which gave 24 cents an hour on labour rates. Seven contracts gave wage increases in the range of 26 to 30 cents an hour.

WAGE SETTLEMENTS DURING 1964, BY INDUSTRY

Collective agreements covering 500 or more employees concluded between January 1 and December 31, 1964, excluding agreements in the construction industry and agreements with wage terms in piece or mileage rates only. The data are based on preliminery reports where copies of new collective agreements had not been received before compilation.

Industry and Total Wage Increase in Cents per Hour*	Term of Agreement in Months									
	Under 15		15-20		21-26		27-32		33 and over	
	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.
Forestry										
5	1	600								
11					3	8,400				
13					1	3,000				
14					1	1,800				
22					6	5,200				
25					1	1,000				
30									1	500
Mining										
7	2	2,300								
16					1	600				
23									1	2,100
Manufacturing										
0	3	2,700			1	1,200				
4	1	1,100								
6					2	1,550				
7	2	1,300			1	810				
8	1	4,000			1	800	1	1,800		
9	1	2,000			1	600				
10	3	5,430			4	2,800			2	4,500
11	3	5,730			4	3,630			1	800
12					9	17,790			1	1,000
13					3	1,940	1	530		
14					4	3,000			1	1,000
15									1	8,500
16					2	2,200			3	6,190
17									3	3,980
18					3	7,000	1	580	8	11,110
20							1	4,000		
23									1	900
24									7	25,270
25									1	3,500
26					1	600				
27									1	900
28					1	27,000†			1	550

This review is prepared by the Collective Bargaining Section, Labour-Management Division, of the Economics and Research Branch.

Industry and Total Wage Increase in Cents per Hour*	Term of Agreement in Months									
	Under 15		15-20		21-26		27-32		33 and over	
	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.
Manufacturing—Conc.										
30									1	2,000
37									2	5,200†
45									1	550
Transportation, Storage and Communication										
2	2	2,130								
4	1	8,400								
5					1	730				
6					1	700				
7	1	10,200								
9			1	1,000						
10					1	500				
12					1	1,400				
15	1	520					1	4,400		
16					1	1,000			1	2,000
17							1	950		
18					2	100,550				
19					1	850				
24					1	750				
25									1	1,200
26									1	740
29					1	4,700				
Public Utility Operation										
0	1	900								
9			1	1,500						
11					1	8,500				
16					1	750				
20									1	2,000
22					1	1,900				
Trade										
14					1	4,000				
15					2	2,550				
16									1	800
18					1	1,300				
22									1	700
23					1	700				
25									2	3,800
27									1	800
30									1	850
Service										
3	1	700								
4	2	1,130								
5	1	1,200								
6									1	1,000
7	1	740								
8	1	5,000			1	500				
9					1	700				
10					1	700				
11					1	2,000				
13	2	1,600			2	1,950				
16									2	3,050
17	1	2,000								
19					2	2,750				
20	1	550			5	8,730			1	550
23					1	800				
33					1	10,000				
39									1	1,500
Total	33	60,230	2	2,500	83	249,930	6	12,260	52	97,540

*The wage increases shown relate only to base rates, i.e., labour rates or their equivalent. Fractions of a cent are rounded to nearest cent. The data on the number of employees covered are approximate and include all classifications covered by the agreement.

†Includes employees in logging operations.

Collective Bargaining Scene

Agreements covering 500 or more employees, excluding those in the construction industry

Part I—Agreements Expiring During March, April and May

(except those under negotiation in February)

Company and Location	Union
Anglo-Nfld. Development, Grand Falls, Nfld.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC) & Machinists (AFL-CIO/CLC)
Associated Fur Industries, Toronto, Ont.	Butcher Workmen (AFL-CIO/CLC)
Bowater's Nfld. Pulp & Paper, Corner Brook, Nfld.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC) & Machinists (AFL-CIO/CLC)
Cdn. Marconi, Montreal, Que.	Marconi Empl. Council (Ind.)
Council of Printing Industries, Toronto, Ont.	Typographical Union (AFL-CIO/CLC)
David & Frere, Montreal, Que.	Empl. Assn. (Ind.)
Dominion Rubber (Footwear & Warehouse Divs.), Guelph & Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Dominion Rubber (Tire Div.), Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Dunlop Canada Limited, Toronto, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
E. B. Eddy, Hull, Que.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & Machinists (AFL-CIO/CLC)
Eldorado Mining & Refining, Eldorado, Sask.	Mine, Mill & Smelter Wkrs. (Ind.)
Fairey Aviation, Eastern Passage, N.S.	Machinists (AFL-CIO/CLC)
Fittings Limited, Oshawa, Ont.	Steelworkers (AFL-CIO/CLC)
B. F. Goodrich, Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Hotel Chateau Frontenac (CPR), Quebec, Que.	Railway, Transport & General Wkrs. (CLC)
Hotel Royal York (CPR), Toronto, Ont.	Hotel Empl. (AFL-CIO/CLC)
Hudson Bay Mining & Smelting, Flin Flon, Man.	CLC-chartered local, Machinists (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), Boilermakers (AFL-CIO/CLC), Carpenters (AFL-CIO/CLC), Painters (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
International Harvester Co. of Canada, Hamilton, Ont.	Steelworkers (AFL-CIO/CLC)
Kellogg Company, London, Ont.	Millers (AFL-CIO/CLC)
McIntyre Porcupine Mines, Schumacher, Ont.	Steelworkers (AFL-CIO/CLC)
Motor Transport Industrial Relations Bureau, Ont.	Teamsters (Ind.) (mechanics)
Quebec Hydro-Electric Commission, Montreal & other centres	Quebec Hydro-Electric Commission Office Empl. Syndicate (Ind.)
RCA Victor, Montreal, Que.	RCA Salaried Empl. Assn. (Ind.)
Rio Algom Mines (Nordic Mine), Algoma Mills, Ont.	Steelworkers (AFL-CIO/CLC)
Saskatchewan Power Corp.	Oil Wkrs. (AFL-CIO/CLC)
Saskatchewan Government	Sask. Govt. Empl. Assn. (Ind.) (labour service empl.)
Shell Oil, Montreal, Que.	Shell Empl. Council (Ind.)
Thompson Products, St. Catharines, Ont.	Empl. Assn. (Ind.)
White Spot Restaurants, Vancouver & Victoria, B.C.	White Spot Empl. Union (Ind.)

Part II—Negotiations in Progress During February

(except those concluded in February)

Bargaining

Company and Location	Union
Abitibi Power & Paper & subsids., Que., Ont. & Man.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs., (AFL-CIO/CLC), Machinists (AFL-CIO/CLC), IBEW (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
Air Canada, system-wide	Air Line Flight Attendants (CLC)
Alberta Government Telephones	IBEW (AFL-CIO/CLC) (plant empl.)
Alberta Government Telephones	IBEW (AFL-CIO/CLC) (traffic empl.)
American Can Co. of Canada, Hamilton, Simcoe, Ont. & Montreal, Que.	CLC-chartered locals
Anaconda American Brass, New Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Asbestos Corp. & Flintkote Mines, Thetford Mines, Que.	Mining Empl. Federation (CNTU)
Assn. des Marchands Detaillants (Produits Alimentaires), Quebec, Que.	Commerce & Office Empl. (CNTU)

Company and Location	Union
Assn. Patronale des Services Hospitaliers, Quebec, Que.	Service Empl. Federation (CNTU) (male empl.)
Assn. Patronale des Services Hospitaliers, Quebec, Que.	Service Empl. Federation (CNTU) (female empl.)
Atomic Energy of Canada, Chalk River & Deep River, Ont.	Atomic Energy Allied Council (AFL-CIO/CLC)
Bowaters Mersey Paper, Anglo-Cdn. Pulp & Paper, Domtar Newsprint & James MacLaren Co., N.S. & Que.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC)
British American Oil Co., Clarkson, Ont.	Oil Wkrs. (AFL-CIO/CLC)
B.C. Hydro & Power Authority	IBEW (AFL-CIO/CLC)
B.C. Hydro & Power Authority	Office Empl. (AFL-CIO/CLC)
Burnaby District, B.C.	Public Empl. (CLC) (outside, inside empl. & foremen)
Calgary City, Alta.	Public Empl. (CLC) (inside empl.)
Calgary City, Alta.	Public Empl. (CLC) (outside empl.)
Calgary General Hospital, Calgary, Alta.	Public Empl. (CLC)
Calgary Power & Farm Electric Services, Alta.	Calgary Power Empl. Assn. (Ind.)
Cdn. Canners, Vancouver & Penticton, B.C.	Packinghouse Wkrs. (AFL-CIO/CLC)
Cdn. Industries Limited, Brownsburg, Que.	Mine Wkrs. (Ind.)
Cdn. International Paper & New Brunswick International Paper, N.B. & Que.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), International Operating Engineers (AFL-CIO), IBEW (AFL-CIO/CLC), Machinists (AFL-CIO/CLC) & Plumbers (AFL-CIO/CLC)
Canada Iron Foundries, Three Rivers, Que.	Moulders (AFL-CIO/CLC)
Cdn. Johns-Manville, Asbestos, Que.	Mining Empl. Federation (CNTU)
Cdn. Johns-Manville, Port Union, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Cdn. Lithographers' Assn., Toronto, Hamilton, London, Ottawa, Ont. & Montreal, Que.	Lithographers & Photo Engravers (AFL-CIO) (Ind.)
Catelli Food Products, Montreal, Que.	Bakery Wkrs. (CLC)
Cockshutt Farm Equipment of Canada, Brantford, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Cap de la Madeleine & Three Rivers, Que.	Papermakers (AFL-CIO/CLC) & Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Grand'Mere, Que.	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Nicauba, Que.	Bush Wkrs., Farmers' Union (Ind.)
Consolidated Paper, Port Alfred, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Consolidated Paper, Shawinigan, Que.	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Trenche Dist., Que.	Bush Wkrs., Farmers' Union (Ind.)
Continental Can Co. of Canada, Chatham, Toronto, New Toronto, Ont., Edmonton, Alta., & Vancouver, B.C.	Steelworkers (AFL-CIO/CLC)
Consumers Glass, Ville St. Pierre, Que.	CNTU-chartered local
Dominion Coal, Glace Bay, N.S.	Mine Wkrs. (Ind.)
Domtar Newsprint & Domtar Construction Materials, Donnacona, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Domtar Newsprint, Red Rock, Ont.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
Domtar Pulp & Paper (Howard Smith Paper Div.), Cornwall, Ont.	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Dow Brewery, Montreal & Quebec, Que.	Brewery Wkrs. (AFL-CIO/CLC)
Eastern Canada Stevedoring & other companies, Toronto, Ont.	ILA (AFL-CIO/CLC)
Employing Printers' Assn. of Montreal, Montreal, Que.	Bookbinders (AFL-CIO/CLC)
Employing Printers' Assn. of Montreal, Montreal, Que.	Printing Pressmen (AFL-CIO/CLC)
Fisheries Assn. of B.C.	United Fishermen (Ind.) (canning & cold storage empl.)
Fisheries Assn. of B.C.	United Fishermen (Ind.) (tendermen)
Fraser Valley Milk Producers' Assn. & other dairies, Vancouver & New Westminster, B.C.	Teamsters (Ind.)
Fur Mfrs. Guild, Montreal, Que.	Butcher Workmen (AFL-CIO/CLC)
Fur Trade Assn. of Canada, Montreal, Que., Toronto, Ont. & Winnipeg, Man.	Butcher Workmen (AFL-CIO/CLC)
Great Lakes Paper, Fort William, Ont.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)

Company and Location	Union
Hamilton City, Ont.	Public Empl. (CLC) (inside empl.)
Hamilton City, Ont.	Public Empl. (CLC) (outside empl.)
Hawker Siddeley (Canadian Car Div.), Fort William, Ont.	Auto Wkrs. (AFL-CIO/CLC)
H. J. Heinz Co. of Canada, Leamington, Ont.	Packinghouse Wkrs. (AFL-CIO/CLC)
Hopital General St-Vincent de Paul & Hopital d'Youville et Hospice du Sacre-Coeur, Sherbrooke, Que.	Service Empl. Federation (CNTL)
Hotel Chateau Laurier (CNR), Ottawa, Ont.	Railway, Transport & General Wkrs. (CLC)
Hotel Vancouver, Vancouver, B.C.	Railway, Transport & General Wkrs. (CLC)
John Inglis Co. Limited, Toronto & Scarborough, Ont.	Steelworkers (AFL-CIO/CLC)
Kerr-Addison Gold Mines, Virginiatown, Ont.	Kerr-Addison Empl. Assn. (Ind.)
Kimberly-Clark Paper, Terrace Bay, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC)
KVP Company, Espanola, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Ladies Cloak & Suit Mfrs. Assn., Winnipeg, Man.	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Lake Asbestos of Quebec, Black Lake, Que.	Mining Empl. Federation (CNTU)
London City, Ontario	Public Empl. (CLC) (outside empl.)
Walter M. Lowney Co., Sherbrooke, Que.	Bakery Wkrs. (CLC)
MacDonald Tobacco, Montreal, Que.	Tobacco Wkrs. (AFL-CIO/CLC)
Manitoba Hydro	IBEW (AFL-CIO/CLC)
Manitoba Telephone System	Man. Telephone Assn. (Ind..) (clerical & maintenance empl.)
Manitoba Telephone System	IBEW (AFL-CIO/CLC) (electrical craft empl.)
Marathon Corp., Marathon, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Molson's Brewery Quebec Ltd., Montreal, Que.	Molson's Empl. Assn. (Ind.)
Montreal City, Que.	Public Empl. (CLC) (outside empl.)
Montreal Transportation Commission, Montreal, Que.	Public Service Empl. Federation (CNTU)
National Harbours Board, Montreal, Que.	CNTU-chartered local
New Brunswick Power Commission, province-wide	IBEW (AFL-CIO/CLC)
Northern Electric, Belleville, Ont. & Montreal, Que.	Northern Electric Empl. Assn. (Ind.)
Northern Electric, Montreal, Que.	Northern Electric Office Empl. Assn. (Ind.)
Old Sydney Collieries, Sydney Mines, N.S.	Mine Wkrs. (Ind.)
Ontario-Minnesota Paper, Fort Frances & Kenora, Ont.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), Machinists (AFL-CIO/CLC), Firemen and Oilers (AFL-CIO/CLC), Carpenters (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
Ontario Paper, Thorold, Ont.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), Machinists (AFL-CIO/CLC), Firemen & Oilers (AFL-CIO/CLC), Plumbers (AFL-CIO/CLC), Carpenters (AFL-CIO/CLC), ILA (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
Phillips Cables Ltd., Brockville, Ont.	IUE (AFL-CIO/CLC)
Price Bros., Kenogami & Riverbend, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Price Bros., Dolbeau, Kenogami & Shipshaw, Que.	Bush Wkrs., Farmers' Union (Ind.)
Provincial Paper, Thorold, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Provincial Transport, Montreal, Que.	Public Service Empl. Federation (CNTU)
Quebec Iron & Titanium, Sorel, Que.	Metal Trades' Federation (CNTU)
Quebec North Shore Paper & Manicouagan Power Co., Baie Comeau, Que.	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Quebec North Shore Paper, Baie Comeau, Franquelin & Shelter Bay, Que.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Rothmans of Pall Mall Canada Ltd., Quebec, Que.	Tobacco Wkrs. (AFL-CIO/CLC)
Royal Alexandra Hospital, Edmonton, Alta.	Public Empl. (CLC)
St. Boniface General Hospital, St. Boniface, Man.	Empl. Union of Hospital Institutions (Ind.)
Saskatchewan Government Telephones	Communications Wkrs. (AFL-CIO/CLC)
Sask. Provincial Hospitals, Moose Jaw, North Battleford, Prince Albert & Weyburn, Sask.	CLC-chartered local & Public Empl. (CLC)
Saskatoon City, Sask.	Public Empl. (CLC) (inside & outside empl.)
Silverwood Dairies, Toronto, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Spruce Falls Power & Paper & Kimberly-Clark of Canada, Kapuskasing, Ont.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC)
Steinberg's Ltd., Island of Montreal, Que.	Steinberg's Empl. Protective Assn. (Ind.)
Steinberg's Ltd., Island of Montreal, Que.	Steinberg's Warehouse & Transport Empl. Assn. (Ind.)
Telegram Publishing, Toronto, Ont.	Newspaper Guild (AFL-CIO/CLC)
Toronto Star, Toronto, Ont.	Newspaper Guild (AFL-CIO/CLC)
Union Carbide (Metals & Carbon Div.), Welland, Ont.	UE (Ind.)

Company and Location	Union
Vancouver City, B.C.	Fire Fighters (AFL-CIO/CLC)
Winnipeg City, Man.	Public Empl. (CLC)
Winnipeg General Hospital, Winnipeg, Man.	Public Empl. (CLC)

Conciliation Officer

Automotive Transport Labour Relations Assn., B.C.	Teamsters (Ind.)
Brewers Warehousing, province-wide, Ont.	Brewery Wkrs. (AFL-CIO/CLC)
B.C. Hotels Assn., New Westminster, Burnaby & Fraser Valley, B.C.	Hotel Empl. (AFL-CIO/CLC)
B.C. Hotels Assn., Vancouver, B.C.	Hotel Empl. (AFL-CIO/CLC) (beverage dispensers)
Canadair, St. Laurent, Que.	Machinists (AFL-CIO/CLC)
Continental Can Co. of Canada, St. Laurent, Que.	Steelworkers (AFL-CIO/CLC)
Firestone Tire & Rubber, Hamilton, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Fry-Cadbury Ltd., Montreal, Que.	Bakery Wkrs. (CLC)
Goodyear Tire & Rubber, Bowmanville, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Goodyear Tire & Rubber, New Toronto, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Hospitals (7), Three Rivers, Cap de la Madeleine, Grand'Mere, Shawinigan & La Tuque, Que.	Service Empl. Federation (CNTU)
Lakehead terminal elevators, Fort William & Port Arthur, Ont.	Railway Clerks (AFL-CIO/CLC)
Montreal City, Que.	Fire Fighters (AFL-CIO/CLC)
Montreal City, Que.	Public Service Empl. Federation (CNTU) (inside empl.)
Northern Electric, Toronto, Ont.	Communications Wkrs. (AFL-CIO/CLC) (shop, warehouse & installation empl.)
Ocean Cement Limited, Greater Vancouver, Fraser Valley & Vancouver Island, B.C.	Teamsters (Ind.)
Ottawa Civic Hospital, Ottawa, Ont.	Public Empl. (CLC)
Prestolite, Sarnia, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Rowntree Co., Toronto, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Toronto Electric Commissioners, Toronto, Ont.	Public Empl. (CLC)
Victoria Hospital, London, Ont.	Building Service Empl. (AFL-CIO/CLC)
Hiram Walker & Sons, Walkerville, Ont.	Distillery Wkrs. (AFL-CIO/CLC)

Conciliation Board

Vancouver Police Commissioners Board, B.C.	B.C. Peace Officers (CLC)

Post-Conciliation Bargaining

B.C. Towboat Owners' Assn.	Merchant Service Guild (CLC) & Railway, Transport & General Workers (CLC)
Canada Steamship Lines, Ont. & Que.	Railway Clerks (AFL-CIO/CLC)
Cdn. Acme Screw & Gear, Monroe Acme, Galt Machine & Maremont Acme, Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
CBC, company-wide	Moving Picture Machine Operators (AFL-CIO/CLC)

Arbitration

Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (inside empl.)
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (outside empl.)
Shawinigan Water & Power, province-wide, Que.	Public Service Empl. Federation (CNTU)

Work Stoppage

Chrysler Canada Limited, Windsor, Ont.	Auto Wkrs. (AFL-CIO/CLC)
DuPont of Canada, Kingston, Ont.	Mine Wkrs. (Ind.)
Nfld. Employers' Assn., St. John's, Nfld.	Longshoremen's Protective Union (Ind.)

Part III—Settlements Reached During February

(A summary of major terms on the basis of information immediately available. Figures on the number of employees covered are approximate.)

Algoma Steel Corp., Sault Ste. Marie, Ont.—Steelworkers (AFL-CIO/CLC): 2-yr. agreement covering 5,500 empl.—wage increases of 10¢ an hr. retroactive to Aug. 1, 1964 and 5¢ an hr. eff. Aug. 1, 1965; increment between job classes to be 6.7¢ eff. Aug. 1, 1965 (at present 6.5¢); employer contributions toward premiums of welfare plans increased to 10.8¢ an hr. Jan. 1, 1965 (formerly 7.8¢); life insurance increased to $7,000 (formerly $5,000) and weekly indemnity increased to $55 payable up to 52 wks. (formerly $45 payable up to 26 wks); evening and night shift premiums to be increased to 9¢ and 11¢ respectively eff. Aug. 1, 1965 (at present 7¢ and 9¢); Sunday premium to be increased to 25¢ an hr. eff. Aug. 1, 1965 (at present 15¢); jury duty supplement introduced Jan. 1, 1965; 2 wks. vacation after 1 yr. of service (formerly after 3 yrs.), 3 wks. vacation after 10 yrs. of service (formerly after 15 yrs.), 4 wks. vacation after 20 yrs. of service (formerly after 25 yrs.) and 5 wks. vacation after 30 yrs. of service (new provision), plus vacation bonus of 20% of vacation pay; new provision for extended pre-retirement vacations graduated from 1 to 5 wks. for empl. 61 to 65 yrs. of age after 25 yrs. of service; rate for labourer Aug 1, 1965 will be $2.20 an hr.; agreement to expire July 31, 1966.

Algoma Ore Properties, Wawa, Ont.—Steelworkers (AFL-CIO/CLC): 2-yr. agreement covering 730 empl.—terms similar to Algoma Steel Corp. settlement; rate for labourer Aug. 1, 1965 will be $2.20 an hr.; agreement to expire July 31, 1966.

Bell Telephone Co. of Canada, Que. & Ont.—Traffic Empl. Assn. (Ind.): 1-yr. agreement covering 8,500 empl.—salary increases ranging from $1.75 to $4.75 a wk. on top rates, depending on localities, eff. Feb. 25, 1965; work week to be 37½ hrs. in all localities (formerly 40 hrs. in smaller localities); daily trick differentials of 25¢ to 35¢ for tricks beginning before 7:00 a.m. introduced; daily trick differentials for evening tricks on Saturday to range from 40¢ to $1.25 and for night tricks on Saturday from $1.25 to $1.60; top rate for operator (Montreal, Toronto and Windsor) Feb. 25, 1965, becomes $71.50 a wk.; agreement to expire Feb. 24, 1966.

Canada Steamship Lines & other Great Lakes carriers—Seafarers (AFL-CIO) (unlicensed empl.): 3-yr. agreement covering 3,000 empl.—wage increases of 8.4% retroactive to June 1, 1964, 13.8% eff. June 1, 1965 and 19.5% eff. June 1, 1966 for ordinary seamen; wage increases of 6.9% retroactive to June 1, 1964, 12.2% eff. June 1, 1965 and 17.8% eff. June 1, 1966 for oilers; labour-management committee to draft job security plan; industry-wide portable pension plan to be put into effect by Jan. 1, 1966—employers and empl. to contribute equally; benefits to be $100 a mo. at age 60 or after 30 yrs. of service ($3.33 a mo. per yr. of contributory service) if a government pension plan is inaugurated during the life of the agreement; benefits to be $144 a mo. at age 60 or after 30 yrs. of service ($4.80 a mo. per yr. of contributory service) if no government pension plan is inaugurated during the life of the agreement; rate for deckhand June 1, 1966 will be $380.86 a mo.; agreement to expire May 31, 1967.

Clothing Mfrs. Assn., Farnham, Quebec & Victoriaville, Que.—Clothing Wkrs. Federation (CNTU): 3-yr. agreement covering 2,000 empl.—general wage increases of 5¢ an hr. for all empl. retroactive to Dec. 7, 1964; additional wage increases of 1½¢ an hr. retroactive to Dec. 7, 1964, and 1½¢ an hr. eff. Dec. 6, 1965 for certain classifications; employers to allocate 4¢ an hr. eff. June 30, 1965 toward fringe benefits; agreement to expire Dec. 6, 1967.

Council of Printing Industries of Ontario, Toronto, Ont.—Printing Pressmen (AFL-CIO/CLC): 2-yr. agreement covering 500 empl.—wage increases of 7¢ an hr. retroactive to Dec. 1, 1964, 8¢ an hr. eff. Sept. 1, 1965 and 7¢ an hr. eff. June 1, 1966 for assistants; wage increases of 9¢ an hr. retroactive to Dec. 1, 1964, 8¢ an hr. eff. Sept. 1, 1965 and 9¢ an hr. eff. June 1, 1966, for pressmen; 3 wks. vacation after 5 yrs. of service (formerly after 7 yrs.); rate for pressman assistant will be $3.26 an hr. June 1, 1966; agreement to expire Nov. 30, 1966.

Crow's Nest Pass Coal Co. Ltd., Michel, B.C.—Mine Wkrs. (Ind.): 2½-yr. agreement covering 570 empl.—wage increases of 64¢ a day retroactive to July 3, 1964, 80¢ a day retroactive to Jan. 1, 1965 and 96¢ a day eff. Jan. 1, 1966; additional wage increases of $1.00 a day for tradesmen and foremen retroactive to July 3, 1964; evening and night shift premium increased by 2¢ and 3¢ an hr. respectively in 1965 and by 3¢ and 5¢ an hr. respectively in 1966; 12 paid holidays (formerly 10); group life insurance increased to $1,500 (formerly $1,000); 3 wks. vacation after 15 yrs. of service in 1965 (new provision); rate for surface labourer Jan. 1, 1966 will be $17.67 a day and for miner, $18.55 a day; agreement to expire Dec. 31, 1966.

Ford Motor Co. of Canada, Windsor, Ont.—Auto Wkrs. (AFL-CIO/CLC) (office empl.): 3-yr. agreement covering 500 empl—general salary increases of $10.40 a mo. or 2.5%, whichever is greater, eff. Feb. 16, 1965 and Feb. 16, 1966, and $12.13 a mo. or 2.8%, whichever is greater, eff. Feb. 16, 1967; additional salary increase of $8.67 a mo. eff. Feb. 16, 1965; evening and night shift premiums to be 5% and 10% respectively (formerly 12¢ and 18¢ an hr.); Dec. 24 and Dec. 31 to be full holidays (formerly half holidays) and Boxing Day to be tenth paid holiday; 3 wks. vacation after 3 yrs. of service (formerly after 10 yrs.) and 4 wks. vacation after 10 yrs. of service; company-paid Blue Cross prescription drug plan introduced; premiums for medical-surgical insurance for retired empl. to be paid by company (company paid 50% of premiums previously); Rand formula adopted; salary for typist Feb. 16, 1967 will be $361 a mo.; agreement to expire Feb. 18, 1968.

Garment Mfrs. Assn. of Western Canada, Winnipeg, Man.—Amalgamated Clothing Wkrs. (AFL-CIO/CLC): 3-yr. agreement covering 1,800 empl.—general wage increases for piece wkrs. of 4% in first yr. of agreement, 3% in second yr. and 4% in third yr.; beginner's rate increased to 82½¢ an hr. (formerly 75¢ an hr.); Boxing Day to be ninth paid holiday; 2 wks. vacation (formerly 1 wk.) after 1 yr. of service; rates for cutter will be $2.09 an hr. and for piece worker an average of $1.35 an hr. Dec. 15, 1966; agreement to expire Dec. 14, 1967.

Massey-Ferguson, Toronto, Brantford & Woodstock, Ont.—Auto Wkrs. (AFL-CIO/CLC): 3-yr. agreement covering 5,000 empl.—settlement pay of $15 for empl. on payroll Feb. 4, 1965 (equivalent to 5¢ an hr. retroactive to Dec. 16, 1964); general wage increases of 6¢ an hr. or 2½%, whichever is greater, eff. Feb. 24, 1965 and Dec. 16, 1965; additional general wage increase of 5¢ an hr. eff. Feb. 24, 1965 and for skilled trades 7¢ an hr. additional eff. Feb. 24, 1965; 1¢ an hr. to be allocated toward inequity adjustments; company to propose new "wage equity" program in second yr. of agreement—if new wage schedule not agreeable to parties, wage increase of 7¢ an hr. or 2.8%, whichever is greater, will take effect Dec. 16, 1966; off shift premiums to be 12¢ and hr. and 18¢ an hr. (formerly 9¢ an hr.); company to pay full premiums of group health insurance for empl. and dependents eff. Feb. 1965 (single empl. contributed monthly 55¢ and married empl. $1.10 previously); life insurance to range from $5,500 to $8,000 (formerly $4,500); new survivor benefit of $100 a mo. payable for 24 mos.; bridge benefit of $100 a mo. for employee's widow who is 50 yrs. of age or over on date of employee's death payable until re-marriage or receipt of government benefits or age 70; weekly indemnity, payable up to 26 wks., increased to 55% of weekly earnings thus ranging from $55 to $80; company-paid Blue Cross prescription drug plan adopted; company to pay health insurance premiums (formerly 50%) for pensioners, and pensioners' life insurance increased to $1,500 or one year's pension (formerly $750), whichever is greater; tuition refund plan established to reimburse up to $300 per calendar yr. empl. completing approved courses; Toronto Factory retraining program instituted to provide extensive on-the-job training; maximum weekly benefits under SUB plan increased to $50 (formerly $40) and additional $1.50 per dependent up to 4 dependents maintained, and to be available also to empl. who have exhausted unemployment insurance benefits; separation pay increased by 40%;

(Continued on page 298)

Building Standards for the Handicapped

"Building Standards for the Handicapped," recently published as supplement to National Building Code, contains standards intended to make public buildings accessible to handicapped

"Everything important in life seems to be at the top of the stairs," says Diane Crowe of Brookfield, N.S., a 16-year-old paraplegic.

After an automobile accident in 1963, she spent a year at the Nova Scotia Rehabilitation Centre and learned to look after herself and get about on her own in a wheelchair. Now she has returned to high school to continue her education.

But at the very beginning she has discovered one of the major difficulties in the average community for a handicapped person: steps, steps, steps. The dentist's office is upstairs. The doctor is downstairs. Three steps at the entrance to the post office are an effective barrier.

She would like to shop for a new dress but the revolving door at the entrance keeps her out of the store. There is another door, but it is too narrow to admit her wheelchair.

There are many like Diane in Canada. It is estimated that almost one out of every seven Canadians—which means more than two million persons—has a permanent physical disability, or an infirmity associated with aging. Can anything be done so that the Dianes of our country can live a full and complete life?

A few communities have recognized the problem and have taken steps to improve facilities in their own localities. Their efforts have shown that it can be done with profit for everyone.

National Program

Now an important step in developing a national program to eliminate barriers in building has been taken.

Under the auspices of the National Research Council, a subcommittee of the Associate Committee on the National Building Code was established a little more than a year ago to consider the problem. This committee is composed of representatives from the Departments of Labour, Health and Welfare, and from several voluntary agencies.

The committee has now produced a document, which has been published as a supplement to the National Building Code. Known as "Building Standards for the Handicapped," this document will serve as a useful guide for anyone who requires details and specifications in planning and building, as well as for those engaged in rehabilitation services and physically handicapped persons doing their own planning.

Purpose of the Standards

The purpose and scope of the document is outlined in Chapter I in these terms:

"These Standards, supplementing the National Building Code of Canada, are intended to make public buildings accessible to and usable by the physically handicapped without assistance. The application of these standards in the construction or remodelling of buildings used by the public will help the physically handicapped to participate in many additional community activities."

The standards are concerned with the use of buildings by persons who are non-ambulatory or semi-ambulatory, or who have disabilities of sight, hearing, and co-ordination or suffer from disabilities brought on by aging.

Included in the 20-page booklet are sections dealing with site development, curbs, walks and parking lots as well as entrances, ramps, stairs, toilet rooms, elevators, telephones, water fountains, etc. It makes reference to fixtures, hardware, switches and controls and lists specific dimensions of wheelchairs and the space requirements for the movements of a person in a wheelchair or on crutches.

The National Research Council will include the supplement in the 1965 issue of the National Building Code. Eventually a copy should be in government offices connected with planning and building, as well as in the hands of architects, builders and private contractors.

The document, however, will have legal status only when a municipal or civic body formally takes steps to make it mandatory by adopting these standards along with the Building Code. It will be up to rehabilitation agencies, voluntary groups and private citizens to work toward the adoption of these standards within their own communities.

Implementation of the Standards will in no way detract from the normal use of buildings or facilities by those who are not handicapped. In fact, it will make buildings more accessible and safer for all who use them while ensuring for the handicapped and the aged a happier, fuller and more productive life.

The Aging Worker in the Canadian Economy

Lessening of job opportunities for aging workers due in part to employers' irrationality but in part to inability of some workers to make adjustments to changes in the labour market

The progressive lessening of job opportunities for the aging worker may be due in part to irrationality on the part of employers; but there are other factors, according to the latest study by the Department of Labour.

The report of this study has recently been published under the title, *The Aging Worker in the Canadian Economy*. Prepared by the Department's Economics and Research Branch, it is a revised and up-to-date edition of a previous study published in 1959 under the same title.

The report states that: "Although discrimination against the older worker just because he is getting old may be a significant barrier in many cases, this study suggests that a number of other barriers may exist. These are institutional factors that are a reflection of economic change and the inability of some workers who are growing older to make necessary adjustments to changing opportunities in the labour market. Part of the solution, then, is to attack prejudice; the other part, and probably the more important one, is to assist the aging worker in making the necessary readjustments."

Worker's Ability to Adjust

The study suggests that the problem of job opportunities for older workers in the future will be determined to a large extent by the pace and character of economic changes and the ability of workers to adjust to these changes. If society is aware of these developments and their impact on older workers, it can do much to help them adjust to change, and can do much to help create opportunities more in line with the contributions that these people are able to make.

The study examines statistically such subjects as: the age and the composition of the Canadian population; the labour force and the status of older workers; status of older persons outside the labour force; labour force participation, both nationally and regionally; industrial and occupational attachments of older workers; employment of older women; duration of unemployment; educational distribution; and the income position of older people.

Emphasis is given in the report to persons aged 65 and over, because this group is regarded as old in almost any occupation. The report does, however, contain a considerable amount of information on the group aged 45 to 64.

It was found more difficult to make generalizations about the 45-64 group than the 65's-and-over because the statistics used are mostly national in coverage and the problems of the 45-64 age group appear to be more peculiar to certain occupations and to vary among individuals.

In the long run, Canada's population will undoubtedly grow relatively older than it is at present, the report points out. The indications are, however, that this aging process will be slow during the remainder of this century.

Decline in 1991

In 1961 there was a deficiency in the number of people aged 20-35, as a result of lower birth rates between about 1926 and 1943. In 2006 the survivors from this group will make up the bulk of the population aged 65 and over and, barring anything unusual, the proportion of the population aged 65 and over will have been declining, at least since 1991.

The rate of labour force participation by men aged 45 to 64 remained fairly constant between 1950 and 1963. The participation rate for women in the same age group, however, showed a striking increase. The growth in the rate of female participation of the 45-64 age group is the result of the strong expansion of the service industries, where a growing number of these women have found suitable employment. Between 1931 and 1961, the female labour force increased by 420 per cent; between 1951 and 1961, by 350 per cent.

Another change in the labour force revealed by the study is the increasing withdrawal of persons aged 65 and over. Although the proportion of 65's-and-over in the population has shown a slow but steady increase during the twentieth century, the proportion of those in this age category still working dropped from 40 per cent in 1950 to 26 per cent in 1963.

The 60-page report, priced at 50 cents, can be ordered by mail from the Queen's Printer, Ottawa, or obtained from Canadian Government Bookshops in Ottawa, Toronto and Montreal. Public libraries across Canada have a copy for reference.

Women's Bureau

Legislation Governing Nursing Assistants

In 1964 three provinces adopt regulations governing nursing assistants, Manitoba, Alberta and British Columbia. In four other provinces, such legislation was in effect before 1964

Three provinces during 1964 adopted regulations governing nursing assistants.

A regulation, effective May 1, 1964, under The Licensed Practical Nurses Act of Manitoba, 1953, outlines the fees chargeable and hours of duty for licensed practical nurses. Rates of pay range from a minimum gross fee of $10 for an 8-hour day to $17.50 for a 20-hour day. The minimum monthly salary is set at $215.00. Provision is also made for a two-week vacation with pay after one year of continuous service with an employer.

Alberta Regulation 230/64 filed May 1, 1964 under The Nursing Aides Act sets out educational requirements, age limitations and physical qualifications for applicants. A precise description of the uniform to be supplied to trainees by the Nursing Aide schools is included in the Regulations, as are provisions for approval, by an Advisory Council, of institutions in which clinical experience is provided. The executive officers of the training school shall decide in which institution any particular trainee shall obtain clinical experience.

Uniforms to be Worn

Uniforms to be worn by Licensed Nursing Aides are also described and provisions made for a pin with the Alberta coat of arms and a cap to be presented to each graduate. Members of religious orders may wear their habit but must have the approved shoulder flash. Both students and graduates may purchase a cape to be worn over the uniform.

Other matters covered in the Regulations are: length of training, annual licence fee ($1), suspension and cancellation of licence, and approval for licensing of applicants from outside the province. Grievance procedure is also outlined in the Regulations.

Extensive Regulations under the Practical Nurses Act, British Columbia, were approved in December 1964. The following details are covered in the Regulations: estabishment, maintenance and conduct of training schools and courses; requirements for admission; conduct of examinations of applicants for licensing and duties of examiners; licensing of graduates; fees; issue, suspension and cancellation of license; procedure for investigation of complaints and suspension or cancellation of licences; services that a practical nurse may or may not give patients; powers and duties of the Registrar; and appointment and procedures of committees appointed by the Council.

In Ontario, legislative provisions governing nursing assistants are embodied in The Nurses Act 1961-62. Regulations under this Act, approved during August 1963, set out requirements for approval to be met by a training centre, details and subject matter of courses to be covered, length of instruction and experience in each subject, conditions under which cancellation of approval is warranted, requirements for admission to training centres: age, education and health. Provision is also made for inspection of training centres.

Credentials Committee

In Saskatchewan, legislative provisions regarding nursing assistants are embodied in The Registered Nurses Act (1963) of that province. By-laws under the Act provide for the establishment of a credentials committee, outline training requirements for approval by the Nurses Association, establish entrance requirements of trainees, set certification fees, and vest general discipline in a Council established under the Act.

The Newfoundland Registered Nurse Act, 1953 makes no mention of provisions for nursing assistants other than not forbidding . . . "any category of auxiliaries, nursing assistants, ward aides, midwives, practical nurses or orderlies to care for the sick for pay" (Section 24 d). There is no other legislation specifically covering nursing assistants.

The Nursing Assistants Act of Nova Soctia, 1954 empowers the Governor in Council to make regulations governing establishment of schools, registration and inspection, entry requirements for students, examination and licensing, and functions of assistants. Extensive regulations were made under this Act in March 1958.

In Prince Edward Island the Licensed Nursing Assistants Act, 1952, is termed "An Act to Provide for the Training, Licensing and Practise of Nursing Auxiliary Personnel". Some minor amendments to the Act have been made in March 1959 and April 1963.

In Quebec there is no specific legislation governing nursing assistants, nor are any provisions included in the Act covering the Registered Nurses' Association of the Province.

90170—3½

TEAMWORK in INDUSTRY

Labour-management committees across Canada do not conform to any rigid set of rules regarding either their structure or the methods used in the practice of joint consultation.

At Collins Radio Company of Canada, Toronto, management and representatives of IBEW Local 1966 point out that their Labour Relations Committee—combining aspects of both joint consultation and agreement administration—has been operating effectively for eight years.

The committee, composed of three representatives from management and three from the union, not only discusses all operational matters such as safety, quality, cost control, vacations, better methods, business outlook, company policies and new developments, but also, under the bargaining agreement, actually becomes involved as a step in the plant grievance procedure.

As industrial relations manager J. F. Scott described it, the contract is not a bible, but a guide, which sets certain limitations on the actions of the company, the union, and the employee. "Often questions of policy or procedure arise, which directly affect the contractual rights of an employee," he said.

Solution Based on Merits

The solution to each problem should be based on its merits. This must be done, however, without infringing upon the rights of the employees involved. The policy of the company is to avoid 'pulling contract' for the purpose of protecting the rights of management. "The objective of the company is to establish an atmosphere of mutual trust and respect with our employees and their union. This can best be achieved by observing both the spirit and the letter of the agreement with regard to the recognized rights and benefits of our employees."

Since the committee was founded in 1956, not one grievance has gone to arbitration—and the terms of a new bargaining agreement are usually resolved without involving government conciliators. Ken Rose, international representative of the IBEW, revealed recently that he was at first a "rather doubtful participant" in the establishment of such a committee. The accomplishments of the group in the past eight years, however, have proved this method of joint consultation and erased all his doubts. Commented Mr. Rose: "If more union locals adopted this method for settling disputes, there would be much more understanding between management and labour—and less strife."

Most of the committee's discussions deal with operational problems. And prior to adjournment of each meeting, production manager Stan Smyth informs the committee of all new company developments and business prospects for the future. After a question has been discussed, the committee sends its reply in writing to the employee concerned.

* * *

A week-long educational program designed to further interpersonal relationships has proved worthwhile for patients and staff of St. Vincent's Hospital, Ottawa. According to Paul Nobrega, the hospital's social worker, a better understanding of co-workers has been gained. "More people greet each other with a 'good morning', or 'good-evening'," he said. "New relationships have developed, and personnel are more aware of their working neighbours".

The education week was held at the instigation of St. Vincent's labour-management committee. Since communication among the different departments plays an important role in good relationships and satisfactory patient welfare, the need for meaningful and efficient communication was one of the main topics, together with discussion of the destructive influence of rumour, prejudice and bigotry.

* * *

Since the opening last May of the new Kenora General Hospital, Kenora, Ont., there has been a resurgence of activity within the employee-management Hospital Relations Committee.

Among the subjects regularly up for discussion are better service, safety, public relations, recreational and social programs, lower costs, tardiness, material handling and storing, waste reduction, absenteeism, breakages and rejects, customer complaints, departmental co-ordination, morale, labour turnover, and suggestions. Committee chairman is accountant W. H. G. Reid. Bargaining agent for personnel at Kenora General is Local 822, Canadian Union of Public Employees.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for five days during January. The Board granted three applications for certification, ordered four representation votes and rejected three applications for certification. During the month, the Board received four applications for certification and allowed the withdrawal of three such applications.

Applications for Certification Granted

1. International Association of Machinists on behalf of a unit of hourly rated employees of Atomic Energy of Canada Limited employed in the Maintenance Section of the Engineering Branch at its Whiteshell Nuclear Research Establishment, Pinawa, Man. (L.G., Jan., p. 48).

2. Seafarers' International Union of Canada on behalf of a unit of unlicensed personnel employed aboard the S. S. *Liquilassie* by Porter Shipping Limited, Toronto, Ont. (L.G., Jan. p. 48).

3. Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of cooks and deckhands employed by Jorgenson Tug & Barge Co. Ltd., Vancouver, B.C. (L.G., Feb. p. 137).

Representation Votes Ordered

1. Truckers, Cartagemen, Construction and Building Material Employees, Local Union No. 362 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, M & P Transport Ltd., Edmonton, Alta., respondent (employees in Alberta) and the Association of Employees of M & P Transport, intervener. The Board ordered that the names of both the applicant and the intervener appear on the ballot (L.G., Jan., p. 48) (Returning Officer: G. H. Purvis).

2. Teamsters, Chauffeurs, Warehousemen, Helpers, and Miscellaneous Workers, Local 76, and Teamsters, Chauffeurs, Warehousemen and Helpers, Local 927, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen, and Helpers of America, applicants, and M & D Transfer Limited, Coldbrook, N.B., respondent (L.G., Feb., p. 136) (Returning Officer: D. T. Cochrane).

3. Teamsters, Chauffeurs, Warehousemen, Helpers and Miscellaneous Workers, Local 76, and Transport Drivers, Warehousemen and Helpers Local 106, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicants, Speedway Express Ltd., Ville St-Laurent, Que., respondent, and Fraternity of Transport Operators and Warehousemen, intervener. The Board ordered that only the names of the applicants appear on the ballot (L.G., Feb., p. 136) (Returning Officer: H. R. Pettigrove).

4. Association of Employees of CJMS (see Item 2, "Applications for Certification Rejected," below).

Applications for Certification Rejected

1. The Order of Railroad Telegraphers, System Division No. 7, applicant, the Canadian Pacific Railway Company, Montreal, Que., respondent (various system employees in Canada), Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, intervener, and Commercial Telegraphers' Union, Divisions No. 1 and 43, intervener (L.G. 1963, p. 601) (see "Reasons for Judgment," below).

2. Association of Employees of CJMS Radio Montreal Ltd., applicant, CJMS Radio Montréal Ltée., Montreal, Que., respondent, and the National Association of Broadcast Employees and Technicians, intervener (L.G., Dec. 1964, p. 1107) (see "Reasons for Judgment," below). The Reasons for Judgment incorporated the decision of the Board to order a vote of the employees in the bargaining unit for which the intervener, the National Association of Broadcast Employees and Technicians, is the certified bargaining agent, to determine the wishes of the employees with respect to retention of NABET as their bargaining agent.

3. International Longshoremen's Association, Local 1912, applicant, and Outfitters Incorporated, Limited, Corner Brook, Nfld., respondent (longshoremen at Baie Verte) (L.G., Feb., p. 137). The application was rejected for the reason that the applicant has no members in good standing within the meaning of Section 15 of the Board's Rules of Procedure.

Applications for Certification Received

1. Transport Drivers, Warehousemen and Helpers Union, Local 106, General Truck

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This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

Drivers Union, Local 938, and General Truck Drivers Union, Local 879, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of employees of Overnite Express Ltd., Hull, Que. (Investigating Officer: G. E. Plant).

2. Canadian Union of Public Employees on behalf of a unit of hourly rated process operators employed by Atomic Energy of Canada Limited in the Reactor Section of the Engineering Branch at its Whiteshell Nuclear Research Establishment, Pinawa, Man. (Investigating Officer: G. A. Lane).

3. General Truck Drivers and Helpers Union, Local 31, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers and warehousemen employed by Fleet Express Lines Ltd., Vancouver, B.C. (Investigating Officer: G. H. Purvis).

4. Construction & Supply Drivers and Allied Workers Teamsters Local Union No. 903, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers employed by Autobus Yvan Levis Ltée, Chomedy, Que. (Investigating Officer: Miss M.P. Bigras).

Applications for Certification Withdrawn

1. United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, Local Union 254, applicant, and Atomic Energy of Canada Limited, Pinawa, Man., respondent (L.G., Feb., p. 137).

2. International Union of Operating Engineers, Local 115, applicant, and Straits Towing Limited, Vancouver, B.C., respondent (crane operators on log barges) (L.G., Feb. p. 137).

3. International Longshoremen's Association, Local 1917, applicant, and Waterman's Service (Scott) Ltd., Toronto, Ont., respondent (L.G., Feb., p. 137).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Reasons for Judgment

in application for certification affecting

The Order of Railroad Telegraphers — Applicant

Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees — Intervener

Commercial Telegraphers' Union — Intervener

The Order of Railroad Telegraphers in its amended application for certification seeks to enlarge the scope of the bargaining unit of employees of the Canadian Pacific Railway which it now represents and has represented over a considerable period of time, and which comprises in the main employees exerising train order skills, including employees classed generally as dispatchers, station agents, agent-operators, operators and assistant agent, as well as station clerical staff and freight office staff at a number of station points across the railway system working under the above agent classifications, by adding thereto a large number of employees in heterogeneous clerical and manual classifications employed in railway freight sheds and yard offices and stations and ticket offices and other workplaces who are now and have for many years been in bargaining units represented by the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees. The proposed unit comprises classifications of employees the bulk of whom are working at stations, freight sheds and offices, baggagerooms and yard offices within the Operating Department of the Railway.

However, The Order of Railroad Telegraphers has excluded from the proposed bargaining unit employees in these same clerical and manual classifications employed at wharf freight sheds and offices at points across Canada and freight offices and sheds at Place Viger, Montreal, West Saint John, N.B., and freight offices at Toronto Terminals and Winnipeg Freight Sheds which are within the Operating Department.

The number of employees so excluded is substantial. At present they are mostly within units represented by the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, and are covered by the same CPR-BRSC collective agreements as are the same and similiar classifications of employees in other freight sheds, offices and yard offices across the railway system and without apparent distinction arising out of the nature of their work. The Order of Railroad Telegraphers seek to justify the exclusion of these employees from their proposed unit on the ground that there are differences in the manner in which the work is carried on at these points and in their working conditions.

In the circumstances and considering that these employees have been represented by the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees in collective agreements covering the same and similar classifications of employees in other freight offices and sheds across the system, the Board is of opinion that if the unit of employees in the Operating Department proposed by The Order of Railroad Telegraphers is otherwise appropriate, there are no convincing grounds for the exclusion of these groups of employees from the proposed unit.

According to information provided by the Board's investigating officers, based upon their check of company payroll records and union membership records, and the information provided to the Board by the parties to the application, the inclusion of all railway freight offices and shed employees including wharf shed employees within the Operating Department would bring the total number of employees in the proposed unit up to about 5,300, of whom the Order of Railroad Telegraphers has much less than a majority of members in good standing. Even if the wharf freight shed and office employees were not included in the unit, the Order of Railway Telegraphers would still not have a majority of members among the employees therein.

It should be noted also that employees in the same classifications as those in the proposed ORT bargaining unit in a limited number of stations, freight and yard offices, and sheds at various points across the system that are within departments of the railway other than the Operating Department are, by the ORT definition of the unit, excluded from the proposed bargaining unit. This raises a question as to the validity of the Operating Department concept as an appropriate unit.

Moreover, considering the composition of the bargaining units that have been established in past practice over the years, comprising clerical and manual employees employed

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The Board consisted of A. H. Brown, Chairman, and A. H. Balch, E. R. Complin, and A. J. Hills, members. The Judgment of the Board was delivered by the Chairman.

on the CPR railway system, the Board is not satisfied that the proposed ORT unit would constitute the most appropriate unit from the point of view of community of interest for the clerical and manual employees in station, freight and yard offices and sheds on the railway system.

For the reasons set forth above, the application is rejected.

(*Sgd.*) A. H. Brown,
Chairman, for the Board

Dated at Ottawa, January 28, 1965.

Reasons for Judgment

in application for certification affecting

Association of Employees of CJMS Radio Montreal Limitée	Applicant
CJMS Radio Montreal Limitée	Respondent
National Association of Broadcast Employees and Technicians	Intervener

The applicant applies to be certified as bargaining agent for a unit of employees of the Respondent consisting of all employees of the Respondent except heads of departments, confidential employees and other personnel excluded by law.

The application is opposed by the Intervener, which was certified by this Board as bargaining agent for this unit of employees in 1955 and has been a party to successive collective agreements covering such employees with the Respondent, the last of which expired on May 31, 1964.

In its reply contesting the present application for certification the Intervener claims, *inter alia,*

(1) that the applicant is in effect the same employees' association, save in different form, as the association that was formed in 1961 with the consent of the employer to impede the Intervener from carrying out its duty as bargaining agent and to force the employees to leave the Intervener to become members of that association, and that the Respondent has shown preference for the Applicant and has accorded it privileges not accorded to the Intervener and has participated in the administration and formation of the Applicant supporting it financially, and

(2) that the conditions imposed in the individual employment contracts between the Respondent and its employees have impeded the employees from belonging to the union of their choice and forced them to become part of the association, and

(3) that since the signing of the collective agreement in October 1961 between the Intervener and the Respondent, which expired on May 31, 1964, the Respondent has refused representatives of the Intervener access to its offices, and

(4) that the employer has never ceased to obstruct the Intervener from exercising its legal rights as bargaining agent.

The Respondent in its reply advised that it did not intend to intervene in the application and it was not represented at the hearing on the application.

The nature and history of the relationship that has existed between the Intervener and the Respondent since the present management of the latter under the President, Mr. Crepault, assumed control thereof in 1957 has been set forth in considerable detail in the Reasons for Judgment of the Board dated April 25, 1963 (L.G., May 1963, p. 391) in rejecting an application made by the Respondent for decertification of the Intervener as bargaining agent. In the opinion of the Board the findings set forth therein are pertinent to an understanding of the matters involved in the present application.

The following extracts therefrom are of interest:

> In the autumn of 1960 an association of employees of the Company was formed, separate and distinct from the Union. There is no evidence that Mr. Crepault proposed or sponsored this association in any way. It is clear, however, that he has consistently favoured the Association....
>
> After careful consideration of all the evidence the Board has come to a definite conclusion that NABET has at all times tried to discharge its responsibilities to the employees it represents and to protect their interests in accordance with the current collective agreement, but that to a great extent its efforts to those ends have been frustrated by the attitude and actions of Mr. Crepault, representing the Company.
>
> On the other hand it is our opinion that for a long time Mr. Crepault has followed a policy of obstructing NABET rather than co-operating to maintain good relations in accordance with the spirit and purpose of the Act. In fact, the evidence indicates strongly that he has desired and still desires to get rid of NABET as the bargaining agent for the Company's employees. In our view his obstructive actions, coupled with

The Board consisted of A. H. Brown, Chairman, and A. H. Balch, A. J. Hills, Donald MacDonald, Gérard G. Picard and H. Taylor, members. The Judgment of the Board was delivered by the Chairman.

his clear preference for and verbal support of the association of employees and the offering to employees of individual contracts at higher rates of pay than they were receiving under the collective agreement, have been largely responsible for many of the employees coming to the conclusion that they would be better off without NABET as their bargaining agent. Such tactics are particularly effective in a relatively small company where every person, whether he or she is an employee or comes within the company management, knows every other person and contacts between management and employees are matters of everyday occurrence.

The evidence given by witnesses of the Intervener at the hearing of the present application satisfies the Board that the management of the Respondent has continued to pursue a policy of obstruction against the Intervener by actions and tactics of a nature similar to those described in the above quotation. All attempts on the part of the Intervener to negotiate with the Respondent for a new agreement to replace the collective agreement that expired on May 31, 1964, even with the assistance of conciliation services provided by the Minister of Labour at the request of the Intervener, have been unsuccessful. A Conciliation Board has been established by the Minister of Labour on request of the Intervener to assist the parties to settlement of their dispute, *but* its activities have been suspended pending the disposition of the present application for certification.

There is no evidence that the Respondent has participated in the organization of the Applicant or has contributed direct financial support thereto.

However, the evidence establishes that the Respondent has shown a decided and overt preference for the Applicant and has provided in effect material support and encouragement to the Applicant by putting into effect a check-off of monthly association fees in favour of the Applicant from the salaries of the employees who were reported to it to be members of the Applicant. This action was taken upon the verbal request of the President of the Applicant, Mr. Rancourt, within a few days following the date of the organization meeting of the association. This was done, moreover, without even any direct verbal or written authorization from the individual employees concerned.

This action is in marked contrast to the treatment accorded by the Respondent to the Intervener. The Respondent discontinued the check-off of monthly dues in favour of the Intervener, which it was obligated to deduct from salaries of employees under the provisions of the collective agreement between them, immediately following expiry of the collective agreement on May 31, 1964, notwithstanding that the Respondent had been served with notice by the Intervener to commence negotiations for a new collective agreement pursuant to Section 13 of the Industrial Relations and Disputes Investigation Act and without regard for the provisions of Section 15 (b) of the said Act, which prohibit an employer in such circumstances from altering terms or conditions of employment in effect immediately prior to the expiry of the collective agreement pending a final conclusion to the collective bargaining proceedings and the conciliation procedures set forth therein.

The Constitution of the Applicant adopted at an organization meeting of employees of the Respondent convened by its present President, Rancourt, on the evening of September 17, 1964 limits membership in the organization to salaried employees of the Respondent, and the application to the Board for certification was made on September 25, 1964 by the Applicant, who claims to have had a paid-up membership of 32 employees out of 37 employees in the proposed bargaining unit at that time.

The Board entertains some doubts as to whether the procedures followed at the organization meeting of the applicant were appropriate to establish that the membership claimed was properly enrolled and the officers of the Association properly elected in the absence of any evidence of appropriate acts or actions by way of confirmation thereof having been taken subsequent to the approval and adoption of the constitution of the association.

Moreover, while the organization meeting of September 17, 1964 authorized the making of an application for certification by the Association, the purposes and objectives of the Association are not set forth in the Constitution adopted at that meeting. However, it is not necessary for the Board to arrive at a conclusion on these points.

The evidence establishes quite clearly that the Applicant has received preferential treatment and material support and encouragement from the management of the Respondent. It is inconceivable in the opinion of the Board that the employees of the Respondent should not have been made fully aware of this. The policy and actions and tactics pursued by the management of the Respondent in relation to an independent union, the Intervener, which are described in the Reasons for Judgment issued by the Board under date of April 25, 1963, referred to above, have been continued in effect, according to the evidence.

Having regard for the foregoing, the Board is forced to the conclusion that the Applicant, an organization whose membership is confined to salaried employees of the Respondent, is an organization whose administration and management are so influenced by the management of the Respondent as to impair its fitness to represent employees for collective

bargaining and rejects the application accordingly pursuant to subsection (5) of Section 9 of the Industrial Relations and Disputes Investigation Act.

We now turn to consider the situation of the Intervener. The evidence shows that the Intervener has no longer any membership among the employees in the bargaining unit for which it is the certified bargaining agent. It has apparently had no effective communications with these employees over a considerable period of time. This unsatisfactory situation has existed over a very considerable period of time. It is difficult to see how the Intervener can continue to exercise its responsibilities as bargaining agent without some substantial improvement in this situation.

In order to clarify and, it is trusted, improve this unfortunate and deplorable situation, the Board is of opinion that a vote of employees in the bargaining unit for which the Intervener is certified should be taken by secret ballot under the direction of the Chief Executive Officer of the Board to determine the wishes of the employees with respect to retention of the Intervener as their bargaining agent with the name of the Intervener only on the ballot.

The Respondent is directed to abstain and refrain from any action on the part of itself, its representatives or agents, or through the agency of the Applicant or its representatives, which is designed or which may appear to be designed or which could be reasonably considered to influence employees in the bargaining unit in making their choice on this election or from taking any action which could place any impediment in the way of employees voting in such election, and the Respondent shall make available to the Intervener all reasonable opportunities and means of communication with its employees at its place of business from this time forward for the purposes of such election.

(*Sgd.*) *A. H. Brown,*
Chairman, for the Board.

Dated at Ottawa, January 8, 1965.

Reasons for Judgment

in application for revocation of certification affecting

Floyd Barkwell, et al	Applicants
Liquid Cargo Lines Limited	Respondent
International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America	Respondent

This is an application made by a number of employees in the bargaining unit to revoke the certification granted by the Board on June 25, 1964, to the union as bargaining agent for a unit of employees of the company.

At the time of the making of the application, there were 27 employees in the bargaining unit, of whom 21 had signed a statement declaring that the signatories did not wish the union to represent them as bargaining agent with the company.

At the time the application was made, negotiations were under way between the union and the company with a view to the completion of a first collective agreement between them covering the employees in the bargaining unit for which the union had been certified as bargaining agent. These negotiations have been suspended by the parties thereto pending the disposition of this application.

The union contested the application, contending in its reply that the application is untimely and that the union is continuing to carry on negotiations with the company.

Section 11 of the Industrial Relations and Disputes Investigation Act reads as follows:

> 11. Where in the opinion of the Board a bargaining agent no longer represents a majority of employees in the unit for which it was certified, the Board may revoke such certification and thereupon, notwithstanding sections 14 and 15, the employer shall not be required to bargain collectively with the bargaining agent, but nothing in this section prevents the bargaining agent from making an application under section 7.

In the Reasons for Judgment given by the Board under date of October 15, 1964 (L.G., Nov. 1964, p. 989), rejecting an application for decertification in the case of Tapp *et al.* and Taggart Service Ltd., and Teamsters Local 91 *et al.* (hereinafter referred to as the Taggart case), the Board held that the wording of this section of the Act gave the Board

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The Board consisted of A. H. Brown, Chairman, and T. H. Balch, J. A. D'Aoust, A. J. Hills, Donald MacDonald, Gérard Picard and H. Taylor, members. The judgment was delivered by the Chairman.

a discretion as to granting or refusing decertification and expressed the view that in the exercise of this discretion the Board should not grant an application for decertification until after the expiry of 12 months from the date of certification, except in extraordinary circumstances. See also the view concerning the application of Section 11 of the Act contained in the Reasons for Judgment of the Board given in Jarraud *et al.* and CJMS Radio Montreal Ltd., C. C. H. Canadian Labour Law Cases (1960-64), Case No. 16279, under date of April 25, 1963 (L.G., May 1963, p. 391), as follows:

"In the Board's opinion the words 'the Board may revoke such certification' in this context clearly mean that the Board has a discretion and that it is required to exercise its judgment in granting or refusing revocation".

The application for certification was vigorously opposed by the company. Certification was granted by the Board following a hearing and a vote by secret ballot ordered by the Board thereafter. At the hearing on the application for certification, the evidence given showed that following the date of the application for certification, there was a substantial layoff of indeterminate duration of a considerable number of employees in the proposed bargaining unit. According to the evidence given at the hearing of the present application, some of the employees so laid off had been subsequently re-employed but new employees had been hired in place of others so laid off.

The evidence also satisfied the Board that the union has taken prompt and appropriate action to negotiate a collective agreement with the company following certification and that the union has not failed in any way to discharge its responsibilities to the employees which it represents flowing from the cerification up to the time of the application for decertification or the time of the hearing thereon.

The Board, having given careful consideration to the evidence given and the arguments advanced at the hearing on this application, is of opinion that in the circumstances the Board should not grant the application for decertification at this time and the application is rejected accordingly.

(*Sgd.*) *A. H. Brown,*
Chairman, for the Board.

Dated at Ottawa, January 8, 1965.

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During January, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Canadian Pacific Railway Company S.S. *Princess of Acadia* and Seafarers' International Union of Canada (unlicensed personnel) (Conciliation Officer: H. R. Pettigrove).

2. McKinlay Transport Limited, Windsor, Ont., and Local 880 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: Sydney Emmerson).

3. McKinley Transport Limited, Cooksville, Ont., and Local 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: Sydney Emmerson).

4. McKinlay Transport Limited, Cooksville, Ont., and Local 91 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: Sydney Emmerson).

5. Los Angeles-Seattle Motor Express Inc., Burnaby Terminal, B.C., and Local 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. S. Tysoe).

6. Soo-Security Motorways Ltd., North Burnaby, B.C., and Local 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. S. Tysoe).

7. Gill Interprovincial Lines Ltd., North Burnaby, B.C., and Local 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. S. Tysoe).

8. Reid's Moving and Storage Co. Ltd., Vancouver, B.C., and Local 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. S. Tysoe).

9. Loiselle Transport Limited, Dawson Creek, B.C., and Local 31 and 362 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. S. Tysoe).

Conciliation Board Appointed

United Grain Growers Ltd.; Alberta Wheat Pool; Saskatchewan Wheat Pool; Pacific Elevators Limited; and Burrard Terminals

Limited, Vancouver, and Local 333, Grain Workers Union, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (L.G., Jan., p. 49).

Boards Reports Received

1. B.C. Towboat Owners' Association (various companies) and Seafarers' International Union of Canada (unlicensed personnel) (L.G., Jan., p. 49). The text of the report is reproduced below.

2. B.C. Towboat Owners' Association (various companies) and Local 400 of the Canadian Brotherhood of Railway, Transport and General Workers (L.G., Jan., p. 50). The text of the report is reproduced below.

3. Western Manitoba Broadcasters Ltd., Brandon and Association of Radio and Television Employees of Canada (L.G., Jan., p. 49). The text of the report is reproduced below.

Settlements Reached After Board Procedure

1. B.C. Towboat Owners' Association (various companies) and Seafarers' International Union of Canada (unlicensed personnel). See above.

2. B.C. Towboat Owners' Association (various companies) and Local 400 of the Canadian Brotherhood of Railway, Transport and General Workers. See above.

3. B.C. Towboat Owners' Association, Vancouver and Canadian Merchant Service Guild, Inc. (deck officers) (L.G., Feb., p. 139).

4. B.C. Towboat Owners' Association, Vancouver, and Local 425 of the Canadian Brotherhood of Railway, Transport and General Workers (engineer officers) (L.G., Feb., p. 140).

Report of Board in Dispute between

B.C. Towboat Owners' Association
and
Seafarers' International Union of Canada

The Board of Conciliation and Investigation in this matter was appointed on the 9th November 1964, and the Chairman of the said Board was appointed on the 25th November 1964.

The Board met to hear the parties to the dispute on the 18th December 1964, at which time it heard representations and submissions made on behalf of the parties. The members of the Board met on numerous occasions thereafter to consider the material before the Board and to attempt to arrive at a solution to the dispute which would be satisfactory to both parties. The time within which the Board might submit its report was extended from time to time.

Appearing on behalf of the employees were Messrs. Norman David, R. B. Heinekey, Brian Fisher; and appearing on behalf of the employer, Messrs. R. A. Mahoney, R. H. Henderson, J. S. Byrn and C. B. Barbour.

The major matters on which the parties could not agree were:

1. Term of Agreement
2. Wage Increase
3. Welfare Benefits
4. Vacations
5. Overtime Rates
6. Provisions for crew changes
7. Rates for working on barges and cargo boom chain handling
8. Provisions re strikes and lockouts
9. Exclusion from overtime in the case of ship layovers
10. Pay for work on laid up ships

After carefully considering the matters in dispute the Board of Conciliation and Investigation now reports and recommends as follows:

1. *Term of Agreement*—The term of the agreement would commence on the 1st October 1964, and continue until the 30th September 1967.

2. *Wages*—All wages provided for in the present agreement between the parties shall be increased in the following manner:

During January, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between the B. C. Towboat Owners' Association, Vancouver, and the Seafarers' International Union of Canada.

The Board was under the chairmanship of R. J. S. Moir of Vancouver. He was appointed by the Minister on the joint recommendation of the other two members of the Board, N. G. Cunningham and John Brown, both of Vancouver, nominees of the Association and Union, respectively.

The report of the Chairman and Mr. Cunningham constitutes the report of the Board. The minority report was made by Mr. Brown.

The texts of the majority and minority reports are reproduced here.

On the 1st October 1964—9 cents per hour
On the 1st July 1965 —9 cents per hour
On the 1st April 1966 —9 cents per hour
On the 1st January 1967 —9 cents per hour
On the 1st June 1967 —7 cents per hour

3. *Welfare Benefits*—The union had asked for increases to be paid to the Union Welfare fund by the Employers. The Board recommends that if such increases are necessary they be deducted from the wage increases provided above.

4. *Annual Vacations*—Effective January 1, 1965, employees shall be allowed three calendar weeks vacation for services during their sixth year and each succeeding year of service shall be allowed vacation pay of 6% of gross wages earned during each such year.

5. *Overtime Rates*—Provisions in the present agreement between the parties in regard to overtime rates shall be amended to provide for time and one-half for overtime.

6. *Provisions for Crew Changes*—The Board makes no recommendations in respect to this matter.

7. *Rates for Working on Barges and Cargo and Boom Handling*—The clauses in the present agreement in regard to this work shall be amended to provide for payment at the rate of time and one-quarter of the regular rate of pay.

8. *Strikes and Lockouts*—The provisions of the present agreement in regard to strikes and lockouts shall be continued.

9. *Exclusion from Overtime*—The overtime provisions in the agreement shall not apply and no overtime rates shall be paid for services rendered when a vessel resumes its voyage after a layover for periods in excess of 24 hours and broken watches have occurred.

10. *Work on laid up ships*—Work on laid up ships shall be paid for at the rate of $2.40 cents per hour.

Dated at Vancouver, B.C., this 12th day of January, A.D. 1965.

(*Sgd.*) *R. J. S. Moir,*
Chairman.

(*Sgd.*) *N. Cunningham,*
Member.

MINORITY REPORT

It is with a great deal of regret that I find, after numerous sessions of the Board, that I am unable to agree on a unanimous report with the Chairman and other member.

I therefore have no other alternative but to submit a Minority Report.

1. I recommend a two-year agreement from October 1, 1964 to September 30, 1966.

2. That there be no change in the present stoppage of work clause.

3. That overtime rates be increased from 1¼ to 1½ times the regular hourly rate.

4. For cargo and boom work the rate be 1¼ times the regular rate when on watch and 1½ times the regular rate when off watch.

5. Crew Changes Clause to remain the same as in the present agreement.

6. That the SIU receive 35¢ per payroll day from the companies on behalf of each member employed, per month.

7. Barge work to remain the same wording as in present agreement.

8. Vacation pay be 4% from day one of employment and employees with over five years service be given three weeks vacations at 6% of gross earnings of previous year.

9. The hourly rate for laid up ships be $2.40 per hour.

10. That there be a 25% wage increase over the two-year period based on the present rate of $1.80 per hour.

When one considers the present extremely low hourly rate of $1.80 per hour for these employees and compares this to the hourly rates of many female employees in this area who receive $1.80 per hour or better, in my opinion there is every justification for a 25% wage increase.

My thoughts in respect to the 1½ overtime rate and the 4% holiday pay are guided by the fact that legislation is before the House of Commons which will make both of these items mandatory in the very near future. I am certainly not prepared to recommend less than that contemplated by the Parliament of Canada.

Respectfully submitted,

(*Sgd.*) *J. Brown,*
Member.

January 12, 1965.

Report of Board in Dispute between

B.C. Towboat Owners' Association

and

Canadian Brotherhood of Railway, Transport and General Workers

The Board of Conciliation and Investigation in this matter was appointed on the 27th October 1964, and the Chairman of the said Board was appointed on the 23rd November 1964.

The Board met to hear the parties to the dispute on the 11th and 17th December 1964, at which time it heard representations and submissions made on behalf of the parties. The members of the Board met on numerous occasions thereafter to consider the material before the Board and to attempt to arrive at a solution to the dispute which would be satisfactory to both parties. The time within which the Board might submit its report was extended from time to time.

Appearing on behalf of the employees were Messrs. James S. Thompson, David West; and appearing on behalf of the employer, Messrs. R. A. Mahoney, Jack H. Gardiner and J. R. A. Lindsay.

The major matters on which the parties could not agree were:

1. Term of Agreement
2. Wage Increase
3. Vacations
4. Overtime Rates
5. Provisions for crew changes
6. Rates for working on barges and cargo and boom chain handling
7. Provisions re strikes and lockouts
8. Exclusion from overtime in the case of ship layovers
9. Pay for work on laid up ships

After carefully considering the matters in dispute the Board of Conciliation and Investigation now reports and recommends as follows:

1. *Term of Agreement*—The term of the agreement would commence on the 1st October 1964, and continue until the 30th September 1967.

2. *Wages*—All wages provided for in the present agreement between the parties shall be increased in the following manner:

On the 1st October, 1964	9 cents per hour
On the 1st July, 1965	9 cents per hour
On the 1st April, 1966	9 cents per hour
On the 1st January, 1967	9 cents per hour
On the 1st June, 1967	7 cents per hour

3. *Annual Vacations*—Effective January 1st, 1965, employees shall be allowed three calendar weeks' vacation for services during their sixth year and each succeeding year of service shall be allowed vacation pay of 6% of gross wages earned during each such year.

4. *Overtime Rates*—Provisions in the present agreement between the parties in regard to overtime rates shall be amended to provide for time and one-half for overtime.

5. *Provisions for Crew Changes*—The Board makes no recommendations in respect to this matter.

6. *Rates for Working on Barges and Cargo and Boom Handling*—The clauses in the present agreement in regard to this work shall be amended to provide for payment at the rate of time and one-quarter of the regular rate of pay.

7. *Strikes and Lockouts*—The provisions of the present agreement in regard to strikes and lockouts shall be continued.

8. *Exclusion from Overtime*—The overtime provisions in the agreement shall not apply and no overtime rates shall be paid for services rendered when a vessel resumes its voyage after a layover for periods in excess of twenty-four hours and broken watches have occurred.

9. *Work on laid up ships*—Work on laid up ships shall be paid for at the rate of $2.40 per hour.

Dated at Vancouver, British Columbia, this 12th day of January, A.D. 1965.

(*Sgd.*) *R. J. S. Moir,*
Chairman.

(*Sgd.*) *N. Cunningham,*
Member.

During January, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between the B.C. Towboat Owners' Association, Vancouver, and Local 400 of the Canadian Brotherhood of Railway, Transport and General Workers.

The Board was under the chairmanship of R. J. S. Moir of Vancouver. He was appointed by the Minister on the joint recommendation of the other two members of the Board, N. G. Cunningham and William Stewart, both of Vancouver, nominees of the Association and Brotherhood, respectively.

The report of the Chairman and Mr. Cunningham constitutes the report of the Board. The minority report was made by Mr. Stewart.

The texts of the majority and minority reports are reproduced here.

MINORITY REPORT

January 13, 1965

The undersigned, as a member of the Conciliation Board in the above dispute, find myself in disagreement with my colleagues, Mr. Moir and Mr. Cunningham, and herewith submit a Minority Report.

1. That the parties conclude a two-year agreement based on a 25% wage increase across-the-board; the spread to be 15% in the first year of the contract and 10% in the second year of the contract.

2. Overtime to be increased from time and one-quarter in the present contract to time and one-half in the proposed new contract.

3. Annual vacations of three weeks holiday to be granted after five (5) years of service.

4. Wages on ships laid up to be increased from the present scale to $2.50 per hour.

5. I recommend that there be no changes in the present agreement wherein it refers to crew changes. This was a request by the companies and I do not see that it bears any merit.

6. Time and one-half to be paid to deckhands working on other than ship work, such as boom chains, cargo, etc.

7. A request was made by the companies that ships tied up and where broken watches accrue, that no overtime be paid. The union, in answering this, pointed out that there is no necessity to break up watches, but if it should so occur, then overtime must be paid.

All of which is respectfully submitted.

(*Sgd.*) *W. Stewart,*
Member.

Report of Board in Dispute between

Western Manitoba Broadcasters Ltd.

and

Association of Radio and Television Employees of Canada

The Board met with both parties, together and apart, on several occasions between the 15th of December 1964, and the 8th of January 1965, in the hope of getting them to agree to the terms of a collective bargaining agreement. Although the union was agreeable to sign an agreement on the terms as unanimously agreed to by the Board, the company was not prepared to do so. The result is that the Board is now placed in the position where it must make its report.

The parties did agree to many matters that would, if an agreement was ever drawn, be included in such an agreement. The provisions to which both parties have agreed shall be hereinafter called the collective agreement.

This report deals only with those matters which were in dispute at the outset of the hearings and to which the parties could not agree.

1. *Chief Photographer.* The union claimed that the category of Chief Photographer was included in the bargaining unit and the company claimed it was excluded.

The Board came to the conclusion that if it had the jurisdiction to decide it would hold that the Chief Photographer was part of the bargaining unit. The Board is doubtful of its jurisdiction in this regard and suggests that either or both parties should apply to the Department of Labour (Canada) for a decision.

2. *Hours and Work Week.* The company was prepared to reduce the work week for office workers (including business office staff, continuity department, librarian, film editor and artist) to five days, Monday to Friday, during the months of June, July and August, provided that all duties could be handled during the remaining shifts without the necessity for the company to hire additional staff and provided that each Saturday morning the film editor and one employee from the Continuity Department and an employee from the business office staff, on a rotation basis, would be on duty to handle the switchboard and last-minute copy requirements.

The company insisted that due to the nature of the company's business, the shift

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During January, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between Western Manitoba Broadcasters Ltd., Brandon, Man., and the Association of Radio and Television Employees of Canada.

The Board was under the chairmanship of Duncan J. Jessiman, Q.C., of Winnipeg. He was appointed by the Minister in the absence of a joint recommendation from the other two members, N. S. Bergman of Brandon and L. H. Butterworth of Winnipeg, nominees of the company and union, respectively.

The text of the report is reproduced here.

employees, the self-assigned and the supervised assigned employees had to work on a 40-hour week over a 6-day period.

The union, on the other hand, proposed a 5-day week for all employees.

The Board recommends the following:

Office Workers—The present practice of the company, namely, 35¼ hours, working a 5¼-day week up to December 31, 1965, and thereafter the hours to be increased to 37½ hours to be worked in a 5-day week, Monday to Friday; two employees, one from the Continuity Department and one from the office staff, to work Saturday morning. The employees in each of these two departments to work on Saturday morning on a rotation basis.

Shift Workers—Commencing 1st of January 1966, such workers to work on a 5-day week, providing it is not necessary for the company to employ extra personnel over and above the present staff to do the work and providing no overtime payment shall be required to be paid on account of the reduction of the work week.

3. *Tardiness Penalties.* The company proposed severe penalties for tardiness of employees. It is the Board's recommendation that tardiness is a cause for disciplinary action and that a penalty clause of the type suggested by the company is unnecessary.

4. *Talent Fees.* The union was prepared to accept the company's proposal in respect to talent fees provided that the employees receiving talent fees get their share of the production costs charged to the customer on re-runs. The company wanted the talent fees to be paid only once and if the company reran such advertisement no further fee would be payable to the announcer in the way of a talent fee.

The Board recommends that if the company does, in fact, make no charge whatsoever for production work in respect to advertisements that are re-run on viodeo tape that no talent fees should be paid for re-runs, but if a charge is made for production costs to the customer in respect to re-runs the announcer should receive his fair proportion of the charge made for such production work.

5. *Union Security.* The union asked for the Rand Formula. The company wanted no union security or check-off of any kind whatsoever.

The Board recommends that there be a voluntary check-off provided that upon written authorization from an employee that the company deduct an amount equivalent to union dues and pay the same to the union. The employees to have the right to revoke such authorization at any time during the last two months of the term of the collective bargaining agreement.

6. *Stand-by Fees.* The Board is of the opinion that the company not be compelled to pay any amount for the time a person is asked to be available in case of an emergency.

7. The union requested the following changes to the collective agreement and the Board has dealt with the same as follows:

(a) *Paragraph 5.1* of the collective agreement. The union requested that the following words be inserted in the third line after the word "employees": "provided that such functions of management are not inconsistent with the provisions of this agreement."

The Board recommends these words are unnecessary and add nothing to the meaning of the agreement and that the words need not be added to the agreement.

(b) *Paragraph 5.2* of the collective agreement. The union asks that the words "or other serious cause of any nature" in the fifth line thereof be deleted and the following words, namely, "or other gross misconduct" be substituted therefor.

The Board recommends that these words add nothing to the meaning of the agreement and that the paragraph not be changed.

(c) The union asked that the company, within 30 days of the event complained of, notify each employee in writing on each occasion that the company expressed any dissatisfaction concerning such employee which would be detrimental to the employee's advancement or standing in the company.

The Board recommends that as the arbitration provisions in the collective agreement (Article XIV) provided adequate protection for the employees in cases of disciplinary action that the union request is unnecessary.

(d) The union asked also that a clause be inserted in the collective agreement which would provide that the company would give proper attention to the elimination of working conditions which are a hazard to the health and safety of the employees.

As the union did not prove to the Board that there were any such hazards and as the clause indicated that hazards were in existence, the Board recommends that such clause not be inserted in the collective agreement.

(e) The union wanted the company to pay time and a half for employees who work overtime while their fellow employees are engaged in union activities concerning contract negotiations with the company.

The Board recommends an employee working in the place of a fellow employee while such fellow employee is negotiating a contract for both their benefit should work at straight time.

(f) The union requested that the following words should be added to the end of each job specification, namely, "Provided that such

assignments shall not result in the lessening of the bargaining unit or the normal growth thereof."

The Board recommends that such a clause be inserted in the collective agreement as without it the company could make the agreement ineffective.

(g) The union requested that a clause be inserted in the collective agreement to prevent the company from combining into one classification more than one category.

The Board recommends that the following words be used, namely:

"Except as a result of technological advancement within the company, the company shall not combine into one job or position the duties connected with more than one category within the bargaining unit except with the consent of the union."

(h) The union requested that the collective agreement provide that the company would not sublet out the work provided for by the employees in the bargaining unit.

The Board recognized that if the company had the right to sublet out all of the work being done by the employees in the bargaining unit at the sole discretion of the company that the company could by such method eliminate the union completely. The Board, therefore, recommends that the company should only sublet out in emergency or temporary situations or at such other time as may be mutually ageed upon by the company and the union. The union agreed that it would favourably consider a proposal by the company whereby the company would sublet the janitorial services of the company.

(i) The union suggested that as the janitor and the FM part-time operators were all part of the bargaining unit that a wage scale for such employees should have been included in the wages given by the company to the Board.

The Board recommends that the wages paid to such employees should be those wages presently being received by such employees plus the percentage increase given to all employees, namely:

3% as of December 1, 1964.
3% as of December 1, 1965.
2% as of December 1, 1966.

(j) The union requested that a temporary employee enjoy all the benefits of the collective agreement except seniority.

The Board recommends that a temporary employee enjoy all the benefits of the collective agreement except (i) seniority, and (ii) the right to a grievance if released.

(k) The union asks also that a minimum credit for work on holidays or days off should be equal to a full day's pay. The Board recommends against the union on this request.

8. *Wages.* For the purpose of wages for present employees the only fair and equitable way to treat this matter would be to give an increase to all such employees of 3% effective as at December 1, 1964, a further 3% as at December 1, 1965, and a further 2% as at December 1, 1966.

Over and above such increases the Board recommends that some employees be given slight increases, the Board having taken into account that the company recognized some employees were entitled to larger increases than others.

The Board also recommends that the wage scales as suggested by the company be applicable to all new employees.

The Board was able to get the company to agree to a reasonable increase in the wages being paid to the employees in aggregate but the Board was not able to convince the Company that all the employees in the bargaining unit should benefit from an increase in wages. The company refused to consider an increase for 12 of the 44 employees in the bargaining unit, contending that all 12 were earning as much as the particular job categories deserved.

On the evidence presented, the Board could not agree with the company and, although the recommendations made by the Board in respect to wages would not result in much of an increase in aggregate over what the company finally agreed to, the Board is of the opinion that the Board's suggestion of an over-all increase of 3%, 3% and 2% plus extra benefits for employees that the company considered more deserving was a more equitable and fair method of dealing with wages of the company. The Board in making this recommendation recognized that the cost-of-living index in the past several years has increased on the average by about 2% per year.

This report is respectfully submitted, this 21st day of January 1965.

(*Sgd.*) *Duncan J. Jessiman,*
Chairman.

(*Sgd.*) *N. S. Bergman,*
Member.

(*Sgd.*) *L. H. Butterworth,*
Member.

Legal Decisions Affecting Labour

British Columbia Court of Appeal upholds company's conviction for contempt of court. The Supreme Court of British Columbia upholds Canada Labour Relations Board's certification orders

In British Columbia, the Court of Appeal confirmed the conviction of Hankin & Struck Furniture Ltd. for contempt of court for disobeying an injunction order, on the ground of the company's responsibility for the wilful acts of its employee even when the employee acted contrary to the instructions received and in dereliction of his duty.

In another decision, the British Columbia Supreme Court upheld the certification orders issued by the Canada Labour Relations Board by which three unions were certified, each for a separate unit of the employees of Vantel Broadcasting Co. Ltd. The Court ruled that, in *certiorari* proceedings, it could not review the evidence before the Board with a view to determining whether, on that evidence, the Board came to a wrong conclusion.

Further, the Court held that, in certifying the unions, the Board acted within its exclusive powers under the I.R.D.I. Act, and that the company's arguments that the Board acted in excess of jurisdiction or in denial of natural justice or made an error in law could not be substantiated.

British Columbia Court of Appeal . . .

. . . upholds firm's conviction for contempt of court for disobeying injunction order.

The British Columbia Court of Appeal on June 19, 1964 dismissed an appeal from the order of Mr. Justice Ruttan (L.G., July 1964, p. 589) imposing on Hankin & Struck Furniture Ltd. a fine of $1,000 for contempt of court for disobeying an injunction order issued by Mr. Justice Munroe.

The injunction was against three companies, their officers and servants, restraining them from seeking by intimidation, dismissal, threat of dismissal or other means to compel or induce any employee to refrain from becoming or continuing to be a member or officer or representative of the Upholsterers' International Union of North America, Local No. 1.

Mr. Justice Ruttan found Struck, a director and the plant superintendent, guilty of contempt of court for wilfully disobeying the court order in disregard of the company president's instructions. He also found the company equally guilty of contempt on the principle of the company's responsibility for the acts of its employees.

Struck and the company were fined for contempt, each in the amount of $1,000. Struck did not appeal the conviction but the company did appeal on the following ground.

On May 13, 1963, having learned of the injunction order, Hankin, the company's president and one of the directors, and Koshman, one of the directors, called together Struck, who was one of the directors and at the same time the plant superintendent, and two assistant foremen and told them that . . .

> . . . They were to say nothing to any employees of any of the defendant companies about joining or not joining the plaintiff union or in connection with the union's application to be certified as the bargaining agent for any such employees. . . . We were not permitted to talk to the employees about conditions of employment or union affairs or membership.

Those instructions were repeated on other occasions. The trial judge found that Struck did attempt to induce employees, contrary to the order, and for that conduct he and Hankin & Struck Furniture Ltd. were each held to be in contempt and were fined.

The question was whether the company wilfully disobeyed the order within O. 42, R. 31, which reads:

> 31. Any judgment or order against a corporation wilfully disobeyed may, by leave of the Court or a Judge, be enforced by sequestration against the corporate property, or by attachment against the directors or other officers thereof, or by writ of sequestration against their property.

The company contended that, by reason of the instructions of Hankin, the company president and one of the directors, the disobedience of Struck in contravention thereof was not wilful disobedience by the company.

Further, the company contended that its intention was to be ascertained from the instructions given by the company's president on May 13, 1963, and hence the breach, while wilful on the part of Struck, was not wilful on behalf of the company.

Mr. Justice Sheppard did not accept this argument. He took the position that a company could act through its servants only, and

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

a company could not, any more than an individual, be held responsible for accidental or unintentional disobedience as distinct from wilful disobedience.

Further, in his view, the answer to the question whether the company wilfully disobeyed the court order depended upon whether or not Struck, in his conduct, was acting within his authority as an officer and representative of the company.

On this point, Mr. Justice Sheppard stated that Struck's position as director may be disregarded; being a director would merely permit him to speak through the Board. As plant superintendent of the company, he did have power to lay off and to take on employees and hence to do so contrary to the injunction.

The instructions of Hankin were not to be taken as limiting the authority that Struck received from the company; he remained superintendent. There was no resolution of the directors limiting his authority but merely instructions given to the superintendent and to the foremen. Under the circumstances, the instructions of Hankin were to be regarded as orders directing the manner in which the authority received from the company should be used, rather than as limiting Struck's authority in such a way that his acts in disregard of them were not the acts of the company. When Struck acted contrary to the instructions of Hankin, the president, it was a dereliction of his duty.

But wilful acts of a company's servant in dereliction of his duty would not absolve the company. In *Davis v. Barlow* (1911), 18 W.L.R. 239, it was stated:

> It would make no difference if the disobedience were, as is alleged here, in breach of duty; it was equally contempt on the part of the company. They are responsible for the conduct of their officials; and, if they employ officials who will violate their rules and disobey an order of this Court, they must take the consequences.

Mr. Justice Norris, in his reasons for judgment, pointed out that modern authorities have established beyond any doubt the liability of companies in tort and crime committed in the course of *intra vires* activities.

The Court, in unanimous decision, dismissed the appeal and upheld the company's conviction for contempt of court. *Upholsterers' International Union of North America, Local 1 v. Hankin & Struck Furniture Ltd. and Hankin & Struck Frames Ltd. et al*, (1964), 49 W. W. R., Part 1, p. 33.

British Columbia Supreme Court . . .

. . . upholds Canada Labour Relations Board's orders certifying three unions in one firm

On June 19, 1964, Mr. Justice Aikins of the British Columbia Supreme Court (in Chambers) dismissed in *certiorari* proceedings an application by Vantel Broadcasting Co. Ltd. to quash three certification orders affecting the company's employees.

The Court ruled that in certifying three unions, each for a separate bargaining unit of the company's employees, the Canada Labour Relations Board acted within its exclusive powers as provided by the I.R.D.I. Act, and that the company's allegations that the Board exceeded its jurisdiction, acted in denial of natural justice and made an error in law could not be accepted.

In June 1961, the Canada Labour Relations Board issued three separate certificates by which three unions were certified as bargaining agents for three separate groups of employees of Vantel Broadcasting Co. Ltd. television station. The three unions certified by the Board were International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada (IATSE); Vancouver-New Westminster Newspaper Guild, Local 115 American Newspaper Guild (ANG), and National Association of Broadcast Employees and Technicians (NABET). Each of the certificates defined the unit of employees to be represented by the union certified by listing in detail the classes of employees comprising the unit.

The company applied by way of *certiorari* to quash the certificates on several grounds, which could be summed up as: (1) lack or excess of jurisdiction by the Board, (2) error of law on the face of the record, and (3) breach of the rules of natural justice by the Board.

Mr. Justice Aikins, in his reasons for judgment, dealt first with the grounds related to the Board's jurisdiction.

Sections 7 and 8 of the Industrial Relation and Disputes Investigation Act are concerned with the conditions under which applications for certification may be made. The relevant parts of these sections read:

> S. 7(1) A trade union claiming to have as members in good standing a majority of employees of one or more employers in a unit that is appropriate for collective bargaining may, subject to the rules of the Board and in accordance with this section, make application to the Board to be certified as bargaining agent of the employees in the unit.
>
> S. 8. Where a group of employees of an employer belong to a craft or group exercising technical skills, by reason of which they are distinguishable from the employees as a whole and the majority of the group are members of one trade union pertaining to such craft or other skills, the trade union may apply to the Board subject to the provisions of Section 7, and is entitled to be certified as the bargaining agent of the employees in the group if the group is otherwise appropriate as a unit for collective bargaining.

The powers and duties concerning applications for certification are dealt with in Section 9 of the Act, of which the relevant parts read:

S. 9(1) Where a trade union makes application for certification under this Act as bargaining agent of employees in a unit, the Board shall determine whether the unit in respect of which the application is made is appropriate for collective bargaining and the Board may, before certification, if it deems it appropriate to do so, include additional employees in, or exclude employees from, the unit, and shall take such steps as it deems appropriate to determine the wishes of the employees in the unit as to the selection of a bargaining agent to act on their behalf.

(2) When, pursuant to an application for certification under this Act by a trade union, the Board has determined that a unit of employees is appropriate for collective bargaining

(a) if the Board is satisfied that the majority of the employees in the unit are members in good standing of the trade union, or

(b) if, as a result of a vote of employees in the unit, the Board is satisfied that a majority of them have selected the trade union to be a bargaining agent on their behalf,

the Board may certify the trade union as the bargaining agent of the employees in the unit . . . .

(4) The Board may, for the purposes of determining whether the majority of the employees in a unit are members in good standing of a trade union or whether a majority of them have selected a trade union to be their bargaining agent, make or cause to be made such examination of records or other inquiries as it deems necessary, including the holding of such hearings or the taking of such votes as it deems expedient, and the Board may prescribe the nature of the evidence to be furnished to the Board.

Each of the three unions made a separate application in writing to the Board for certification. None of the unions applied for certification as bargaining agent for all the employees of the employer; each application was limited to a class of employees described in each application. In the opinion of Mr. Justice Aikins each application was to be considered as having been made pursuant to Section 8 of the Act, each applicant claiming to represent a craft or group of employees distinguishable from the employees as a whole, to be dealt with pursuant to the provisions of Section 7 and 9 of the Act. The unions could properly make these applications and the Board could properly receive such applications, and in this respect there could be no question of any lack of jurisdiction.

Under Section 9 of the Act, the Board is charged with the duty of determining "whether the unit in respect of which the application is made is appropriate for collective bargaining." Also, the Board is given the additional power, before certification, to include additional employees in or exclude employees from the unit. Once the Board has determined, pursuant to an application for certification, that a unit of employees is appropriate for collective bargaining, it may certify the trade union as the bargaining agent of the employees in the unit.

Each of the certificates sent by the Board to the company ordering the certification contained the following paragraph:

And Whereas, following investigation and consideration of the representations of the interested parties, the Board has determined the unit described hereunder to be appropriate for collective bargaining and has satisfied itself that a majority of employees of the said employer comprising such unit are members in good standing of the applicant trade unions; . . .

In the opinion of Mr. Justice Aikins, on the face of the record, the Board, before certifying the unions, did exactly what it was required to do by Sections 9(1) and (2) of the Act.

As to the Board's powers, Section 61(1) in part and Section 61(2) read:

S. 61(1) If in any proceedings before the Board a question arises under this Act as to whether . . .

(f) a group of employees is a unit appropriate for collective bargaining;

(g) an employee belongs to a craft or group exercising technical skills; or

(h) a person is a member in good standing of a trade union;

the Board shall decide the question and its decision is final and conclusive for all the purposes of this Act.

(2) A decision or order of the Board is final and conclusive and not open to question, or review, but the Board may, if it considers it advisable to do so, reconsider any decision or order made by it under this Act, and may vary or revoke any decision or order made by it under this Act.

The company claimed that the Board exceeded its jurisdiction by challenging the correctness of the Board's decision that the three units of employees were appropriate for collective bargaining. Counsel for the company argued that the Board's decisions on the issue of appropriateness were wrong because, on the evidence, the proposed units, if approved, would give rise to jurisdictional problems; the Board disregarded evidence that the proposed units were not appropriate to the special character of the business operated by the company and, finally, because the Board's decisions certifying the three unions were contrary to the evidence establishing that to do so would tend to cause rather than avoid disputes.

In Mr. Justice Aikins' opinion, these contentions did not go to jurisdiction; they amounted to nothing more than assertions that the Board, on the evidence before it, reached the wrong conclusion. In his opinion, it was for the Board to consider and to give such weight to as they saw fit regarding the question of "appropriateness" of the bargaining units.

In effect, counsel for the company asked the Court to review the Board's decision on the evidence before the Board and to reach the conclusion that, in assessing the evidence, the Board was wrong. This the Court could not do, because Sections 9 and 61(1)(f) of the Act expressly entrusted to the Board the duty of deciding whether or not a unit in respect of which an application was made is appropriate for collective bargaining.

In support of this position, Mr. Justice Aikins referred to the judgment of Mr. Justice Coady in *Farrell v. Workmen's Compensation Board* (L.G. 1961, p. 474), who stated:

> The question therefore of determining whether "an injury has arisen out of or in the course of an employment is within the scope of this Part" is one exclusively for the board under Sec. 76(1) [of the Workmen's Compensation Act, R.S.B.C. 1948, ch. 370] and not open to review upon *certiorari*, unless there was some defect of jurisdiction based on some excess of, abuse of or declining of jurisdiction, or violation of the essentials of justice. This Board is, by Sec. 76(1), given exclusive jurisdiction to decide the very matter which in this case the board did decide. So long as it kept within the jurisdiction granted it matters not, it seems to me, whether that decision was one of law or fact, or of mixed fact and law, and whether right or wrong that decision is final and not open to attack on *certiorari*.

Another ground brought by counsel for the company to support the contention of excess of jurisdiction alleged:

> That the Board exceeded its jurisdiction in taking into account its previous practice and the evidence in other cases where three similar certificates were issued and in particular in considering the certification of three unions as the bargaining agents for the employees of Baton Aldred Rogers Broadcasting Limited in Agincourt, Ontario.

Mr. Justice Aikins could see no reason why the Board should not take into account its previous practice and generally draw upon its experience in other proceedings, and in doing so the Board could not deprive itself of jurisdiction to deal with the matter entrusted to it for decision under Sections 9 and 61 (1) (f) of the Act.

One of the allegations with regard to error of law stated "that the Board erred in law in not taking a vote of the employees of Vantel to determine whether they would prefer to have one union represent them as their bargaining representative and, if so, which union."

In rejecting this allegation, Mr. Justice Aikins stated that Section 9(4) of the Act gives the Board a discretion to take a vote. There is no requirement that the Board must direct a vote. Consequently, the failure to take a vote did not amount to an error in law.

Finally, the company attacked the Board's decisions on the ground of a denial of justice. Apparently the company alleged that the Board breached some rule or rules of natural justice and that, for this reason, the Board's decisions should be set aside. Four out of five specific allegations in this respect set out by the company were repetitive of the grounds already advanced under the allegations of excess or lack of jurisdiction and of error of law.

These allegations, in the opinion of Mr. Justice Aikins, amounted to the claims that the decisions of the Board were wrong or were concerned with the consequences of the Board's decisions and could not be construed that the Board, in reaching its decision, did something that was contrary to any rule of natural justice, such as failing to give the employer an opportunity to be heard, or bias on the part of the Board or impropriety in the conduct of the hearing.

One allegation, however, did raise the question of whether the Board conformed to the rules of natural justice. This allegation reads: "That the award of the Board was a denial of justice in that the Board, before the hearing commenced, defined the three proposed units which were certified and thereby prejudged the case before the hearing took place."

The allegation was based on the fact that approximately 15 minutes before the hearing before the Canada Labour Relations Board started on June 6, 1961, the Secretary of the Board handed to the company's representatives a memorandum setting out "proposed" units to be represented by each of the three unions that applied for certification.

Counsel for the company argued that the Board must be taken to have pre-judged the issues before the hearing and in the absence of the parties. There was, therefore, a denial of justice, because the essential question of whether there should be three separate units of employees represented by three unions was determined by the Board before the hearing and without having heard the parties or the evidence adduced by the parties.

In rejecting this argument, Mr. Justice Aikins stated that the Board may conduct investigations in order to assist it to conclusions on matters which it is empowered to decide under Sections 9 and 61(1) of the Act. The Board presented to the parties a tentative proposal based on the Board's investigation of the applications and the phrase "proposed unit" should not be taken at its face value and should not be construed as indicating that the Board had, in fact, decided the matter before the hearing.

The examination of the transcript of the hearing made it clear that the Board had not reached any final decisions before the hearing and was quite prepared to hear submissions by the employer and the Board did hear such submissions. Counsel for the company did not, at the opening of the hearing, when the Board's proposed units were discussed, raise any objection to what the Board had done.

In the opinion of Mr. Justice Aikins, the evidence did not show that the issues were pre-judged in the absence of the parties. On the contrary, the transcript of the proceedings before the Board showed that the company was afforded a full hearing and every opportunity to put its case to the Board.

The ruling of the Court was that the application to quash the certification orders must be dismissed. *Vantel Broadcasting Co. Ltd. v. National Association of Broadcast Employees and Technicians et al,* (1964), 49 W.W.R., Part 1, p. 1.

Recent Regulations under Provincial Legislation

Manitoba issues new construction safety regulations, and revises licensing requirements for pressure plant operators

In Manitoba, new regulations under the Construction Safety Act applicable to all types of construction work set out more stringent requirements for ladders, scaffolding and hoisting equipment, and introduced new rules governing explosive actuated tools and excavation operations. Other new provisions are designed to provide for greater safety in the operation of machinery and equipment in the vicinity of electrical power lines.

New regulations under the Manitoba Operating Engineers and Firemen Act revised the classification of pressure plants, provided for new classes of operators' certificates and made corresponding changes in the qualifications and duties of operators.

In Ontario, new regulations under the Energy Act provide for five classes of gas fitters' certificates.

Other new regulations dealt with newly designated apprenticeable trades in Alberta and British Columbia.

Alberta Apprenticeship Act

In Alberta, the trade of a glassworker was added to the list of apprenticeable trades by Alta. Reg. 640/64, gazetted December 31.

Alberta Workmen's Compensation Act

The Alberta Workmen's Compensation Board has added the industry of installation, operation and servicing of closed circuit television channels to Schedule I of the Workmen's Compensation Act.

B.C. Apprenticeship and Tradesmen's Qualification Act

A new regulation under the British Columbia Apprenticeship and Tradesmen's Qualification Act (B.C. Reg. 209/64) added lathing and sprinkler fitting to the list of designated trades.

MANITOBA CONSTRUCTION SAFETY ACT

Manitoba has issued new construction safety regulations that set out detailed safety requirements for all phases of construction work.

Some of the provisions of safety regulations issued in 1956 have been incorporated without change; others have been made more stringent, in particular those relating to ladders, scaffolding, hoisting equipment and excavation work.

The rules governing the storage and use of explosives are also set out in greater detail than formerly, and new requirements have been added to the rules governing skeleton frame buildings. New rules are designed to provide for greater safety in the operation of machinery and equipment in the vicinity of power lines.

Other new provisions make it mandatory for a prime contractor to appoint a job superintendent, and for subcontractors to appoint a person to be responsible for the safety and conduct of the workmen.

The new regulations, which are in six parts, were issued under the Construction Safety Act and were gazetted as Man. Reg. 90/64 on November 21. As previously indicated, they are quite comprehensive, covering the construction, maintenance and repair of roads, bridges and pipe lines, and excavation work; as well as the erection, repair and demolition of buildings.

PART I—GENERAL

Powers of Inspectors

To permit adjustment to differing circumstances, the regulations now give the chief inspector power, on application in writing by an employer, to waive or vary specific requirements of the regulations, provided that adequate alternative safeguards are taken. As before, an inspector may order an employer to provide additional safeguards for workmen when, in his opinion, it is necessary.

Responsibilities of Contractors and Others

It is specified in the Act that an employer must take all reasonable and necessary precautions to ensure the safety of his employees. The regulations require the prime contractor on a project on which sub-contractors are engaged to appoint a job superintendent. The sub-contractor, in turn, must appoint a person to be responsible for the safety and conduct of workmen subject to his authority, and must register the person's name with the job superintendent.

The job superintendent is to obtain the name of that person from the subcontractor, if he has not been notified by the subcontractor within 48 hours after work is started on the project.

Protective Equipment

A new general requirement provides that no person may enter a construction area where there is danger of head injuries unless he is wearing an approved safety hat. Protective headgear to be worn near electrical lines and equipment must be made of non-conducting material and must be of an approved type.

The employer, as previously, is required to supply approved respiratory equipment to workmen engaged in cutting, drilling or dry grinding of stone or similiar work; spray painting or similar work; hot rivetting, flame cleaning or flame cutting of metals coated with a compound containing lead, or other ingredients that create toxic fumes when heated. Respiratory equipment must also be provided whenever the chief inspector considers it necessary. The workman is now specifically required to use such equipment.

The employer is again required to provide each workman engaged in sandblasting or similar work with an approved sandblast helmet with an attached fresh air tube, and the workman must use it.

Under the authority to regulate the use of powder actuated tools, which was specifically provided in the 1962 Act, the use of powder actuated tools is forbidden unless the design is approved by the Construction Safety Board; and it is further stipulated that such tools must be operated in accordance with the manufacturer's recommendations by a person instructed in their safe operation.

Other Matters

To protect the public, covered passageways must, as before, be erected whenever construction operations are carried on within 60 feet of a public sidewalk or walkway. The new regulations have introduced some new requirements relating to railings, fences and lighting.

A number of other provisions are similar to those previously in effect, including requirements relating to first aid, heaters, portable power saws, loading of trucks, and notification of serious or fatal accidents.

A new requirement specifies that when the motion of vehicles or equipment limits the operator's vision, there must be a person with an unobstructed view of the area to guide the operator.

A previous provision, applicable to workmen using paint likely to injury any exposed part of his body, required the employer to supply, and the workman to use, a protective oil, grease or cream. This requirement has now been extended to places where men are working with hot tar, cement dust, calcium, salt, or any other material that may be injurious to the skin.

PART II—SCAFFOLDING, STAGING, HOISTING AND OTHER EQUIPMENT

General safety requirements are largely the same as before in respect of scaffolding, staging, flooring, hoists, derricks, ladders, slings, shoring, and mechanical and temporary construction equipment; but all such equipment must now be of a type approved by the chief inspector.

New requirements specify that when a guardrail is required it must be not less than 36 inches or more than 42 inches above the floor level of the deck, and must have a minimum equivalent strength of 2″ x 4″ placed on edge and supported on not more than 10-foot centres.

All scaffolding must now be designed and constructed to provide a minimum safety factor of 3. Previously it had to be strong enough to carry twice the maximum load to which it might be subjected. On request of the chief inspector, drawings and calculations must be submitted verifying that the design meets the new requirement.

Supports or anchors for scaffolding, other than suspended or overhead scaffolding, are now required to be securely fastened to a stable part of the building to prevent movement of the scaffolding in any direction.

Some changes have been made in provisions relating to staging, platforms and scaffolds that are swung or suspended from overhead. A safety factor of 3 is now required in connection with the design and construction of all thrust-outs, hooks and other apparatus supporting such suspended scaffolding. Such supports must not project outward more than one-quarter of their total length beyond the point of vertical support, unless permission is granted by the chief inspector.

Another new provision makes compulsory the wearing of an approved safety belt or harness and lifeline secured directly to the building, if a person is liable to fall more than 8 feet from a suspended scaffold.

Ladders

Most provisions concerning ladders are new; others have been revised. A new provision forbids positioning of a ladder so that there is excessive sag. Footings must be firm.

As previously, ladders rising to any deck or floor must project at least 3 feet above the floor or deck. Now, they must also be secured at both ends. If work is done from ladder rungs more than 10 feet above the footing, mechanical or other means must be used to prevent the lower end from slipping.

Ladders must now be able to bear safely at least four times the maximum load to which they are likely to be subjected. Rungs or steps, as before, must not be more than 12 inches apart.

It is now forbidden to use a ladder with metal side rails where any danger of electrocution exists due to its contact with power lines.

No ladder may be used that is defective or that has a wooden rung or step worn down to three-quarters of its original thickness. Ladders must be inspected frequently and maintained in good condition.

Material Hoists

Several amendments have been made in provisions concerning elevator-type material hoists. One of them requires these hoists to be so designed and constructed as to have a safety factor of 5, and the hoisting ropes a safety factor of 8. On request of the Department, drawings and calculations must be submitted verifying that the design of the hoist meets these requirements.

If the hoistway is located on the interior of the building or structure, landings must have self-closing hoistway gates constructed in accordance with prescribed standards. A sign must now be posted at each hoistway, stating that hoistway gates must be kept closed except when the skip is at the staging or platform level of the floor being served. No person may ride on an elevator-type material hoist or skip.

Load-hoisting Equipment

Almost all of the provisions respecting load-hoisting equipment such as cranes, hoists and derricks, are new.

It is now required that the manufacturer's load-rating plates must be permanently attached to all load-hoisting equipment, in full view of the operator. The load-rating plates on booms, cranes and derricks must indicate clearly the safe load for maximum, minimum and intermediate positions of the boom. The load of a crane must not exceed the manufacturer's rating. The maximum allowable safe load must be marked on all hoisting blocks.

On request of an officer of the Department of Labour, drawings and calculations must be submitted verifying that the hoisting can safely carry and support the manufacturer's rated load.

It is now forbidden to leave unattended a crane, hoist, derrick, earth-moving equipment or excavating machine or any other equipment, unless the movable components cannot move if failure of mechanical devices occurs or the controls are manipulated by unauthorized persons. Riding on any hoisting apparatus is prohibited unless the chief inspector has given prior approval.

New signalling requirements provide that, unless the operator of load-hoisting equipment has an unobstructed view, a person must be assigned to give him signals for operating the equipment, and except in an emergency, the operator must not follow the signals of any other person. The machine operator must ensure that the signaller knows the meaning of each signal.

New requirements prohibit the use of chains as slings for hoisting, or the knotting, splicing or shortening of chains by using nails or bolts. Chains must not be used to carry loads or support hoisting equipment, unless they are periodically annealed or normalized by qualified personnel. An inspector may require certification that annealing and normalizing has been done.

PART III—EXCAVATIONS

Most provisions relating to excavation work in the new regulations were previously in effect. Stricter rules, however, have been made with respect to shoring.

Every trench excavation more than 6 feet in depth must be shored, unless the slope of its walls is not less than 45° from the vertical, or a trench cage of approved design is used. Where an excavation combines both sloped and vertical walls, a trench cage extending at least 2 feet above the vertical sides of the excavation must be used.

Shoring must also be provided in every open digging excavation (an excavation where the depth is not exceeded by any horizontal dimension) more than 8 feet deep.

All shoring and other supports must be structurally sound and must be placed in the manner specified.

When shoring is not individually braced, it must be held in position by horizontal stringers placed at vertical intervals not exceeding 4 feet (previously 5 feet), unless the chief inspector approves another arrangement.

A new provision requires that in every trench more than 6 feet deep there must be ladders or other approved means of egress not more than 25 feet from any workman. These ladders must project at least 3 feet above the upper level that they serve.

PART IV—ERECTION OF SKELETON FRAME BUILDINGS AND CONSTRUCTION OF BRIDGES

The previous provisions relating to the erection of skeleton frame buildings and construction of bridges have been replaced by more specific requirements.

A permanent or temporary floor of solid construction, with no openings except those required for erection work, must now be provided where a skeleton frame building is being erected and persons other than those engaged in the erection of the skeleton frame work or pass below this area.

A temporary floor must be made of structurally sound planks at least two inches thick. The planks must form a solid floor that will prevent tools or other objects from falling between them, be so placed that the weight of a worker cannot tip them, and be securely fastened to the frame of the building.

A safety railing or other suitable protection must be provided at all openings in temporary or permanent floors through which a person may fall. Stairways must have handrails and safety railings around the opening.

In order to ensure that temporary flooring is not overloaded by material or equipment, including cranes and hoists, it must first be established that the flooring and supports are adequate to carry the load. Measures must be taken to prevent material stored on temporary flooring from falling off the edge.

When work is being carried on near or over open water, a boat or skiff of an approved type must be kept accessible. Such a boat must be equipped with at least four approved life preservers with ropes attached, and must be motor driven if the chief inspector so decides.

If construction work is being done over ravines, fast moving water, shallow water, ice, or under other hazardous conditions, the chief inspector may require that an adequate safety net be placed below the structure, or that the erectors be provided with life preservers.

PART V—EXPLOSIVES

The provisions respecting the storage, transportation and use of explosives have been expanded to set out the standards in detail.

The regulations now require explosives to be stored in separate magazines, constructed and maintained in accordance with specified standards.

Such magazines must be kept locked and have two keys, one kept by the blaster, and the other by the project superintendent.

A list of explosives must be kept on the interior wall of every magazine, showing the amount and date of the arrival and use of explosives.

When explosives are transported they must be conveyed in wooden boxes. If detonators or electric detonators and other explosives are transported in the same vehicle, there must be a wooden partition not less than 6 inches thick separating the detonators from the other explosives.

Every vehicle transporting explosives must be in good mechanical condition and have, at its front and rear, a sign "DANGER—EXPLOSIVES" in red letters not less than 6 inches high on a black or white background. It must also carry an approved-type fire extinguisher capable of dealing with gas or oil fires.

Certain responsibilities of the blaster are specifically set out. As previously, the blaster is responsible for ensuring that specified signals are given before blasting, in order to clear all persons from the blasting area. The blaster is now also specifically required to ensure that sentries are placed on all roads leading to the blasting area and, if necessary, to have additional sentries posted.

After blasting, the blaster must inspect the site to make certain that it is safe for workmen to return to it and, as before, he must not permit any workman to return to it before it is safe.

If misfiring occurs, a wooden marker must be inserted in the blasting hole, and the unexploded charge may not be removed. Misfired charges must be reblasted, with the blaster being responsible for directing the

angle and depth of any additional holes required. Such holes must be at least 2 feet from the misfired charges.

Prescribed danger signs must be posted on all roads leading to the blasting area.

PART VI—OPERATION OF MACHINERY OR EQUIPMENT NEAR ELECTRICAL POWER LINES

A completely new section governing the operation of machinery or equipment near electrical power lines has been introduced.

As a general rule, no one may operate or permit the operation of a mobile crane, drilling machine, excavation machine, or similar equipment where any part of it may come within 10 feet of an electrical transmission or distribution system, unless the following precautions are taken.

The local power utility must be notified of the intention to work in the vicinity of their electrical system and written confirmation must have been received from the utility that, during the time the work is being done, precautionary measures prescribed in the regulations will be taken.

When the contractor does not have written confirmation from the utility that the prescribed precautions will be taken, the contractor or subcontractor must assign a signalman, who is required to prohibit entry into the work area of any person not engaged in the work, and to warn the operator of the equipment of danger of contact with electrical lines.

Manitoba Operating Engineers and Firemen Act

In Manitoba, new regulations under the Manitoba Operating Engineers and Firemen Act dealing with certification, the duties of operating engineers and firemen and the classification of plants were gazetted as Man. Reg. 102/64 on January 2.

The new regulations resulted from a 1963 amendment to the Act that was designed to make licensing requirements more realistic while keeping them consistent with the basic consideration of maximum safety. Proclaimed in force on October 15, 1964, the amending Act provided for new certificates for compressor plant and refrigeration plant operators, and relaxed other licensing requirements to permit air compressing machines and refrigeration machines to be operated without a licensed person's being in constant attendance, and to eliminate the need to have a licensed person to supervise the operation of certain portable compressor plants.

In line with these amendments, the new regulations have revised the classification of plants and have made corresponding changes in the classification of certificates and in the duties of operators.

The new regulations provide for nine classes of pressure plants, instead of seven. They are: first, second, third, fourth and fifth class, firemen class, refrigeration plant class, pressure plant Class "A" and pressure plant Class "B". In this classification, the same two factors have again been taken into account, namely (1) whether a plant is a high pressure or low pressure plant—that is, whether or not it is operated at a pressure of 15 pounds or more per square inch, and (2) the horsepower it is capable of developing.

A high pressure plant that develops 750 horsepower or more is now classified as first class; one that develops 300, but less than 750 horsepower, is classified as second class; and one that develops 100, but less than 300 horsepower, as third class.

A high pressure plant that develops 25, but less than 100 horsepower; or a low pressure heating plant capable of developing more than 200 horsepower; is now classified as a fourth class plant. A high pressure steam plant that develops 5, but less than 25 horsepower, is classified as fifth class.

A low pressure heating plant that develops not more than 200 horsepower is classified as fireman class.

A refrigeration plant used for compressing any refrigerant, when the horsepower does not exceed 500 and the safety valves are set to relieve at a pressure of more than 15 p.s.i., is classified as a refrigeration plant class. The only exceptions are factory-assembled single unit refrigeration systems when the individual rating does not exceed 100 horsepower, and that use a non-inflammable, non-toxic refrigerant.

A pressure plant of 500 horsepower or more, other than a refrigeration plant, is classified as a pressure plant Class "A" and one of less than 500 horsepower as a pressure plant Class "B".

As indicated above, the classification of operators' certificates has also been revised to correspond with the changes in the classification of plants. There are now five classes of operating engineers' certificates (first, second, third, fourth and fifth class), a fireman's certificate, a refrigeration class certificate, and two classes of pressure plant certificates (Class A and Class B).

To qualify for certificates, applicants must pass the prescribed examinations. With the approval of the Minister of Labour, the Board of Examiners may, however, waive

this requirement in the case of an engineer who holds a certificate of qualification as an engineer from the Government of Canada, another province or other recognized licensing authority.

An applicant for an examination must be more than 18 years of age and must have the prescribed experience qualifications. The regulations further provide that his experience must have been acquired not more than 10 years before the date of his application, or within such longer period as may be approved by the Board. If an applicant has completed acceptable study courses, the Board may reduce the practical experience requirements. The time credit may not, however, exceed one year for first or second class certificates, and six months for all other classifications of certificates.

An applicant for examination for a first, second or third class certificate must submit with his application his "Operating Engineers' Record of Practical Experience" on the prescribed form. The record book must be completed by the chief engineer or employer and must contain a complete record of the applicant's experience to the date of application. It must also show entries not less frequently than once every 12 months and also when the engineer terminates his employment. Record books are to be issued by the Department of Labour to engineer employees at a cost of 25 cents per copy.

Applicants for other classes of certificates must submit references from employers, or such other proof of qualifications as may be required by the Board.

Normally, applicants will be required to pass written tests prescribed by the Board, but in special circumstances an applicant for a fourth or fifth class operating engineer's certificate, a fireman's certificate or a pressure plant Class "B" certificate may be examined orally by a person designated by the Board. Persons trying for a first, second or third class certificate must obtain a passing mark on electrical questions.

A person holding a first class operating engineers' certificate may act as chief engineer or a shift engineer in any plant. A person who has a second class operating engineers' certificate may act as chief engineer of a steam or refrigeration plant of less than 750 horsepower or of any pressure plant not including a refrigeration plant, or as shift engineer of any plant. The limitations on the other seven classes of certificates are also specified.

A first, second, third or fourth class plant, or a pressure plant Class "A", must be operated under the supervision of a chief engineer who holds a certificate of a class not lower than that of the plant that he is supervising.

During each shift, every class of plant must be under the supervision of a shift engineer who holds a certificate not more than one class lower than that required to be held by the chief engineer of the plant.

If the chief inspector thinks that a steam plant or a pressure plant or a combined plant is so divided that two or more divisions each require the supervision of an engineer, an engineer of the proper classification must be placed in charge of each division, and at least one chief engineer must be appointed to supervise the work of the other engineers.

The regulations set out the conditions under which certain plants may be left temporarily unattended. The person in immediate charge of a first, second or third class plant may leave the plant for a period of up to one hour, provided that he does not leave the property and that if a person holding a certificate of a class not more than one class lower than that required to be held by the shift engineer of the plant is left in charge.

If the prescribed precautions are taken, a "guarded" second class plant—that is, one equipped with approved automatic safety controls—may be left unattended for a period of up to 30 minutes. If the same conditions are met, the person in charge of a guarded third, fourth or fifth class plant may leave the plant for a period of up to one hour.

The chief engineer must send an immediate report to the chief inspector if there is any accident, explosion or extensive damage to a boiler or pressure vessel in his plant, and he may not make any repairs until he has obtained the necessary approval.

The regulations also set out the course of action to be followed by the person in immediate charge of a plant if an unsafe condition arises. In the event of an emergency, he must take remedial action at once, and must immediately report the situation to the chief engineer or his immediate superior. The cause of the unsafe condition and the remedial action taken must also be recorded in the operator's log book.

The chief inspector is now empowered to suspend a certificate for up to 30 days. Among other reasons, he may suspend an operator's certificate if the latter fails to correct and report an unsafe condition in a plant, or knowingly creates a hazard. A certificate may also be suspended if an operator takes charge of a plant when he is not capable of operating it safely, or if he violates a provision of the Act or regulations.

If the Board of Examiners recommends that a certificate be cancelled or suspended for an indefinite period, the certificate may not be reinstated unless the Minister is satisfied that the disability no longer exists.

Ontario Energy Act

Regulations under the revised Energy Act were gazetted on December 26 and January 2, and will go into force when the new Act is proclaimed.

As before, the Act stipulates that no person may install, repair, service or remove any appliance using gas or fuel oil as fuel unless the work is done under the supervision of registered gas fitter.

The new Regulations governing the transmission and distribution of gas and oil (O. Reg. 325/64) provide for five classes of gas fitters instead of three. These are: gas fitter, maintenance gas fitter, service gas fitter, liquefied petroleum gas fitter—Class I, and liquefied petroleum gas fitter—Class II.

A person who holds a gas fitter's certificate may install, repair, service or remove any type of natural or manufactured gas appliance. If a person is registered as a maintenance gas fitter, he may work only on gas appliances installed in a commercial or industrial building of his employer. A person who is registered as a service gas fitter may repair and service gas appliances.

A person with a liquefied petroleum gas fitter's certificate, Class I, may install, repair, service or remove any type of liquefied petroleum gas appliance. The holder of a liquefied petroleum gas fitter's certificate, Class II, may work only on liquefied petroleum gas appliances labelled to specifications approved by the Minister of Energy and Resources Management: (i) for use with liquefied petroleum gas only in its vapour state, and (ii) for an input not in excess of 75,000 British thermal units per hour.

As before, a drilling safety code is appended to the regulations governing exploration, drilling and production (O. Reg. 326/64). A new feature is that the owner of a machine for boring or drilling wells is now solely responsible for enforcement of the code. Previously, the operator was equally responsible with the owner for seeing that the safety rules were observed. Another new provision makes it mandatory for the owner to provide a medical kit at the machine and to keep it stocked.

Two codes of standards made by the Canadian Standards Association are again adopted, subject to the changes indicated. Sections 1 and 2 of the Installation Code for Gas Burning Appliances and Equipment (CSA B-149-1962) were made applicable to appliances using natural or manufactured gas by O. Reg. 333/64, and Section 3 of the same code was adopted as a standard for liquefield petroleum gas appliances by O. Reg. 336/64.

The Installation Code for Oil Burning Equipment (CSA B-139-1962) was adopted as a standard for oil burning equipment by O. Reg. 335/64.

Michigan Becomes 32nd State with Effective Minimum Wage Law

Michigan was the only state in the United States to introduce new minimum wage laws in 1964, reports the U.S. Department of Labor.

Thus Michigan became the 32nd jurisdiction in the U.S. with effective minimum wage laws; four other states have such laws on their statute books; but they are inoperative at present.

Of the states with such laws, 20 have a statutory minimum wage, and 17 of the 20 cover men as well as women.

Three states amended their existing laws during 1964. Automatic increases in minimum rates approved in earlier years took effect in seven other states.

There are now six states with statutory rates of $1.25 or more in effect, and seven with rates of $1.00 or $1.15. California wage orders, which came into effect in 1964, set a minimum wage of $1.30 an hour for most occupations.

The new Michigan statute, which applies to men and women, set a minimum wage rate of $1.00 at January 1, 1965, to be increased in two steps to $1.25 by January 1, 1967. It applies to employers of four or more employees between 18 and 65 years of age, with no exemptions except persons subject to the Federal Fair Labor Standards Act.

The law provides, however, that "no employer shall employ for more than 13 weeks in any four consecutive three-month periods any employee at a rate less than prescribed." As a result of this clause, many seasonal agricultural workers will not benefit by the act's provisions.

New York tried again in 1964 to establish by law a minimum wage rate for employment in the city itself of $1.50 an hour, a higher rate than the state law requires in other parts of New York state. The new law was immediately challenged and was declared unconstitutional by the courts, as was a similar law passed in 1962. An appeal is pending.

Monthly Report of Placement Operations of the National Employment Service

Total of placements in January is largest for that month since 1945 and was 6.1 per cent higher than total for January 1964, 12.9 per cent above average of previous five January totals

Placements reported by local offices of the National Employment Service during January numbered 77,900. The total was the largest for this month since 1945, and was 6.1 per cent higher than the total in the same month last year, and 12.9 per cent above the average for January during the previous five years.

Regional distribution of January placements and percentage change from January 1964 were:

Atlantic	5,300	— 6.9
Quebec	25,600	+ 6.0
Ontario	25,600	+ 2.1
Prairie	12,700	+ 4.0
Pacific	8,800	+37.5
CANADA	77,900*	+ 6.1

Regular placements (those in employment with an expected duration of more than six working days) numbered 55,700, an increase of 4.2 per cent from the January 1964 total. Such placements accounted for 71.5 per cent of all placements made during the month, compared with 72.8 per cent in January the previous year.

This was a change in the pattern of recent months and reflected a substantial increase in the number of casual placements, particularly in the Pacific Region, where unusual weather conditions resulted in heavy demands for casual workers to assist in snow removal.

Regional distribution of male and female placements in January was:

	Male	Female
Atlantic	3,700	1,600
Quebec	18,800	6,800
Ontario	16,700	8,900
Prairie	8,400	4,300
Pacific	6,300	2,500
CANADA	54,000*	23,900*

*Imbalance is due to rounding.

Regional distribution of transfers-out and percentage change from January 1964 were:

Atlantic	200	— 3.1
Quebec	900	— 2.6
Ontario	1,000	—16.6
Prairie	300	—22.1
Pacific	300	+ 3.1
CANADA	2,700*	—10.3

Male Placements

Male placements amounted to 54,000, a figure 10.1 per cent higher than in January 1964. Except for the Atlantic Region, all regions showed an increase over the corresponding month in 1964; a large proportion of the rise was in the Quebec and Pacific Regions.

Placements of women numbered 23,900, a decrease of 2.1 per cent from January of last year. The Quebec, Ontario and Prairie Regions shared in this decrease. The Atlantic and Pacific Regions recorded small increases.

In January, 2,700 placements required the movement of workers from one area to another. This was 300 fewer than in January last year; 200 of the decrease was reported by the Ontario Region. With the exception of the Pacific Region, however, all regions recorded fewer "transfers-out" this year.

Vacancies

Employers notified NES local offices of 99,600 job vacancies during January, an increase of 3.0 per cent from the number in January 1964 and 16.8 per cent above the January average for the last five years.

Of the vacancies, 65,200 were for male workers, an increase of 5.3 per cent over the number of male vacancies in the same month last year. Female job vacancies showed a slight decrease of 1.2 per cent from the January 1964 total, although the total was 6.5 per cent above the average for the last five years.

Monthly Report on Operation of the Unemployment Insurance Act

End-of-December total of claimants was higher than at end of previous month but lower by 54,000 than total a year earlier December figures include 71,100 seasonal benefit claimants

Claimants for unemployment insurance benefit numbered 478,200 on December 31, a total up from 274,500 on November 30 but approximately 54,000 down from the 532,300 recorded on December 31, 1963.

The December figures included 407,100 regular and 71,100 seasonal benefit claimants, compared with 451,400 and 80,900 one year earlier. On November 30, the claimant count included 3,000 on seasonal benefit.

Males comprised 80 per cent of persons on claim for one to four weeks, and less than two-thirds of those on continuous claim five weeks or longer. This reflects the heavier impact of seasonal influences on the employment of men. Men accounted for 75 per cent of the December 31 total of claimants, however, compared with 78 per cent one year earlier. This trend has been in evidence during most of 1964.

Initial and Renewal Claims

A total of 316,400 initial and renewal claims were filed during December, an increase of 147,400 from 169,000 claims in November, but a decrease of 29,000 from the December 1963 total. The November-to-December increase was slightly lower than the one the previous year, when the increase was 155,900.

About 90 per cent of the claims filed in December were new cases of unemployment.

Beneficiaries and Benefit Payments

The average weekly number of beneficiaries during December was estimated at 236,900, compared with 150,500 in November and 293,800 in December 1963.

Benefit payments totalled $24,500,000 during December, compared with $14,600,000 during November and $29,400,000 in December 1963.

The average weekly payment was $24.62 in December, $24.33 in November and $24.99 in December 1963.

Provincial Data

The claimant count at December 31 was lower than at the same date the year before in all provinces except New Brunswick, where there was a small increase. The November-to-December percentage increases were higher in the Atlantic Provinces, particularly in Newfoundland and Prince Edward Island, than elsewhere. This is partly because seasonal benefit claimants are relatively more numerous in that area, accounting for more than 25 per cent of the December 31 claimants, compared with 15 per cent at the national level.

Insurance Registrations

On December 30, insurance books or contribution cards had been issued to 4,969,614 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1964.

On the same date, registered employers numbered 340,666, a decrease of 475 since November 30.

Enforcement Statistics

During December, 8,487 investigations were conducted by enforcement officers across Canada. Of these, 5,819 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 357 were miscellaneous investigations. The remaining 2,311 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions began in 186 cases,* 81 against employers and 105 against claimants.

Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 712.*

Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in December totalled $30,451,708.80, compared with $33,298,238.84 in November and $31,750,618.75 in December 1963.

Benefits paid in December totalled $24,497,809.40, compared with $14,646,798.42 in November and $29,360,515.60 in December 1963.

The balance of the Fund on December 31 was $81,356,310.64. On November 30 there was a balance of $75,402,411.24; on December 31, 1963, a balance of $58,524,439.25.

* These do not necessarily relate to the investigations conducted during this period.

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the court of claimants at any given time inevitably includes some whose claims are in process. Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB 2426, October 16, 1964

Summary of the Main Facts: The claimant filed an initial application for benefit on October 21, 1963. He had worked as a machine operator with a fire brick company from 1950 to October 18, 1963, inclusive. His rate of pay was $110 a week.

On the information at that time, the insurance officer disqualified the claimant under section 60(1) of the Act, in that he had lost his employment due to industrial misconduct. The claimant had stated that he had been "dismissed for union activities" and the employer had declared that he had been "dismissed for failure to follow instructions regarding formula weights and mixing times," that he had been warned and that he had "admitted failure in signed statement to the company."

The claimant appealed. On February 25, 1964, a board of referees reversed the insurance officer's decision and allowed the claim. The board's conclusion reads:

From all the evidence, it could be taken that misconduct existed. The difficulty, however, is that the company was lax in acting on the information that they had or even in confronting the parties with it, until a matter of certification of a union got into the picture. It would seem to the board that the union activity of both of these claimants was the catalyst which made up the company's mind to dismiss these claimants rather than let matters continue as they had been doing. For this reason, we must give the benefit of any doubt to the claimants.

On March 2, 1964, the local office wrote to the claimant and said: "We understand that you have been awarded a sum of $500 by the board of arbitration. In the matter of payment of benefits, it is necessary that we be made aware of the reason for such an award . . . "

The claimant replied on March 9, 1964, as follows:

Please find enclosed a copy of the settlement which was made at the Ont. Relations Board on Dec. 30, 1963. I would like to make it understood that this money that I received was not for wages or severance pay, but for damages that were caused to my good name. I was fired by the company after 14 years of service, who falsely charged me with cheating. Being wrongly discharged will be held against my clean record. . .

The document referred to in the claimant's letter reads:

MINUTES OF SETTLEMENT

Without admitting any liability whatsoever, and in consideration of the covenants herein, the parties hereto agree as follows:

1. The complaint with respect to the dismissal of [the claimant] under section 65 of The Relations Act shall be and is hereby withdrawn by the complainant.

2. The respondent shall pay $500.00 to [the claimant] forthwith.

3. . . . . [the claimant] hereby releases the respondent of all claims, actions and causes of action arising out of [his] dismissal by the respondent.

In view of the principles and jurisprudence established in the Umpire's decision CUB 2076 (L.G. 1963, p. 70), the insurance officer considered that the money received, viz. $500, was earnings under Regulation 172 and as the claimant had stated that his weekly wage was $110, he allocated it in accordance with the provisions of subsection (5) of Regulation 173. The insurance officer wrote to the claimant on March 13, 1964, as follows:

Your claim for benefit has been examined. However, on the information which has been presented, your earnings are determined to be as follows:

Week commencing 20 October 1963	$110.00
Week commencing 27 October 1963	$110.00
Week commencing 3 November 1963	$110.00
Week commencing 10 November 1963	$110.00
Week commencing 17 November 1963	$ 60.00

The claimant appealed to a board of referees because "the money I received was for damages, and not for wages or severance pay or past or future earnings. . . "

The majority decision of the board of referees, which heard the case on April 13, reads:

The majority of the board agree that the payment of $500 for the settlement of a grievance and as such as set out in section 173(8) and would have to be determined as earnings and, therefore, disallow the appeal. The claimant's appeal is dismissed and the adjudication of the insurance officer upheld.

The dissenting member of the board of referees said:

This award cannot be classified as earnings under Regulation 172 . . . I am of the opinion that while the company did not pay the severance pay voluntarily but were forced into doing so by action instituted by the complainant, nevertheless this amounts to severance pay under the Act.

The claimant appealed to the Umpire from the majority decision of the board of referees on the ground that the board had erred in its interpretation of the Act. The claimant requested an oral hearing.

In a statement of observations dated June 10, 1964, for consideration by the Umpire,

the Chief of the Adjudication Division of the Unemployment Insurance Commission said:

The evidence shows that the money in question is a payment covered by Regulation 172(1)(b), since the payment arose out of the claimant's contract of employment. This is evident in that such payment was made in settlement of a grievance arising out of his separation from employment. This payment is therefore earnings unless provided for by the exceptions in Regulation 172(2).

The only applicable exception, if there be any, would be in Regulation 172(2)(f). However, the payment was clearly not a bonus or a gratuity, since the evidence shows that the employer was under obligation to pay by reason of the settlement arranged through the Ontario Labour Relations Board. It is further submitted that it was not a severance or retirement payment. These latter payments are generally used to refer to certain specific payments made in accordance with a labour agreement or an established practice of an employer, rather than to a payment agreed upon in a particular case to effect settlement of a grievance.

On the other hand, the exception in Regulation 172(2)(f) does not comprise all payments made by reason of the termination of the claimant's contract of service. The only payments excepted from the definition of earnings by this subsection are those specifically mentioned therein. The intention of Regulation 172 in this respect is made evident from the fact that provision is made by Regulation 173 for the allocation of other types of termination or separation payments, particularly by subsections (4), (5) and (8) of Regulation 173. With respect to subsections (4) and (5), some pertinent types of payments are "wages in lieu of notice" and "other monies received at the occasion of separation." It is submitted that the latter category could apply to the circumstances of this case. However, subsection (8) of the same Regulation deals with "retroactive payments of wages or monies in lieu of wages awarded to a dismissed employee whether he is reinstated or not" and is also pertinent to this type of payment.

In CUB 1982, which dealt with a payment of wages in lieu of notice, such monies arose out of the claimant's contract of employment in accordance with Regulation 172(1)(b) and were determined as earnings since the allocation is specifically provided for in Regulation 173 (4), so that they are not included in the terms "severance pay or retirement payments" in the exception provided by Regulation 172(2)(f). Similiarly, in CUB 1933 concerning a question of payments in lieu of retirement leave credits, such monies were not included in the exception provided by Regulation 172(2(f) but came under Regulation 173(4), as specifically mentioned therein, and were properly allocated in accordance with the provisions of Regulation 173(5).

It was held in CUB 2076 that a payment in settlement of a claim for wrongful dismissal and in consideration of years of service did not come under the exceptions in Regulation 172(2) and was earnings under Regulation 172(1) and allocated under Regulation 173(4) for "other monies received at the occasion of separation." In that decision the Umpire, referring to "retroactive payments of wages or monies in lieu of wages awarded to a dismissed employee" in Regulation 173(8), said as an example that once a retroactive payment of that kind is determined as earnings under Regulation 172(1), and is not excepted by Regulation 172(2), then such payment should be allocated in accordance with Regulation 173(8).

In the present case it is submitted that the evidence supports the view that the payment made by this employer to the claimant was payment of monies in lieu of wages awarded to a dismissed employee (Regulation 173(8)), and in the absence of definite information as to the period for which the payment was awarded it seems logical to allocate it in the manner provided by Regulation 173(5)(b).

The majority decision of the board of referees, after assessing the evidence and hearing the claimant's union representatives, came to the conclusion that the payment of $500 made by the employer was properly determined as earnings for benefit purposes . . . .

The oral hearing before the Umpire was held on September 23, 1964. The claimant, who was present, was represented by Mr. H. Weisbach, of the Ontario Federation of Labour (CLC), and the Unemployment Insurance Commission by Mr. P. Bozowsky, one of its solicitors.

Considerations and Conclusions: The award of the Ontario Labour Relations Board makes it clear that the sum of $500 which was paid to the claimant was an income arising out of his contract of employment. In fact, it is stated in that award that, in consideration of the payment of the aforementioned money by his previous employer, the claimant released him of all claims, actions and causes of action arising out of his dismissal.

According to the jurisprudence established by the Umpire in decision CUB 2076, money paid by an employer to his employee as settlement of a claim for wrongful dismissal is in the nature of an income arising out of his services or of his contract of employment and, therefore, constitutes earnings within the meaning of subsection (1) of Regulation 172.

As the record shows that the money paid to the instant claim was as a settlement of his claim for wrongful dismissal, I see no reason to disturb the decision of the board of referees.

I consequently decide to dismiss the claimant's appeal.

Decision CUB 2437, October 30, 1964

Summary of the Main Facts: The claimant filed an initial application for benefit on June 18, 1964, and stated that she had worked as a secretary at a wage of $325.00 a month from February 1963 to May 29, 1964, inclusive. Her reasons for separation read:

I left voluntarily because the Co. moved from Toronto to Rexdale, Ontario. I was called into the office by the Office Manager before the move and he told me that the plant was 1½ miles from the nearest bus route and I would have difficulty getting there without private transportation. He knew that I had not private transport and he advised me to leave. I had no prospects when I quit. Unemployed 30 May, 1964 to date.

In the confirmation of separation (Form UIC 479) dated June 29, 1964, the employer stated:

We are moving our office & warehouse from Bloor St. to Rexdale. It was originally scheduled to move on June 2, then moved ahead to June 19. However it now appears that we will not move until mid-July. The above employee did not think she could travel the distance to the new plant, therefore, *she resigned.*

On July 3, 1964, the local office contacted the Toronto Transit Commission and obtained the following information: Transportation would be to take the bus to Jane and Bloor Streets, and Kingsway bus to Kipling Avenue, and the Kipling bus north to Belfield Road, Travelling time about 50 minutes and 2 bus tickets."

The insurance officer disqualified the claimant and suspended benefit from June 14, 1964, to July 11, 1964, inclusive, on the ground that she had voluntarily left her employment on May 29, 1964, without just cause (section 60(1) of the Act).

The claimant appealed to a board of referees in a letter dated June 11, 1964, which reads:

A notice appeared on the bulletin board . . . stating that the Company would be moving June 1/64 . . .

Upon reading this notice I approached my employer and asked if transportation would be made available for the secretaries. He said definitely not and if I, or anyone else could not obtain a ride, he advised us to leave the Company and look closer to home for another position. He suggested 3 buses and 1½ miles walk each morning would be out of the question. I inquired around to see if anyone else had a ride and if I could join them. No rides were available. There are in our office only managers and secretaries. Most of the managers live close to the selected new plant and the others would be travelling the 401 Highway to get there. One girl had already left to procure a job closer to home and the others were leaving . . .

I inquired again to my boss and he again said I could be replaced so I then said, I guess I will have to leave for I hadn't a ride. The first week in May, Monday morning, a girl was at my desk to continue my duties. I left May 31/64. But the plans had changed and the move was to be in July.

I was not asked to stay on so left. I took a 2 week vacation with my family before reporting for work at the employment office.

The pertinent portion of the employer's notice to which the claimant refers in her appeal to the board of referees reads: "This is to announce that effective June 1, 1964 the Offices and Shipping personnel of both the above companies will move to a new location . . .

On July 16, 1964, the insurance officer contacted the Toronto Transit Commission and was informed as follows:

Two routes available, Regular route: Weston Road bus to Lawrence Ave., then Malton bus to corner of No. 27 hwy. and Dixon Road. This would result in walk of about 1 mile.

Other route: Rush hour service every 30 minutes—Kipling Road bus to Martingrove and Belfield. This would result in a walk of less than ½ mile.

Travel time each way about 50 minutes.

The majority decision of the board of referees which heard the case in Toronto on July 31, 1964, reads:

. . . The claimant was present at the hearing and described to the board her problem as far as trying to secure transportation to the new plant location was concerned. She found there was evidently no ride available and declared that the management had intimated that if she could not arrange transportation, she might as well quit. She declared also that early in May a girl was brought in, evidently to train for the position, so that eventually at the end of May she voluntarily left her position.

She stated also that she had been seeking employment by her own efforts but would require a wage around $70 per week to start in order to have sufficient funds to pay her baby sitter and other expenses . . . .

The majority of the board are in agreement that the claimant did voluntarily leave her employment on 29 May 1964 without just cause within the meaning of the Act. It was felt that she could at least have tried public transportation.

The claimant's appeal is dismissed and the disqualification of the insurance officer is upheld.

The dissenting member of the board of referees stated:

In dissenting with the majority report, the most pertinent evidence, in my opinion, is contained in Exhibit 5, where the employer had a replacement for the work done by the appellant on Monday, May 4th . . . .It is therefore my contention that the employer utilized the question of the firm moving to another location as an opportunity to rid himself of the appellant . . . .

I submit that the appellant left her employment for just and sufficient cause realizing that the employer wished to terminate her employment, and I would respectively submit that the appeal be allowed.

The claimant appealed to the Umpire on August 28, 1964, and said:

On July 31/64 I sat before the board of referees at the Jarvis St. office appealing the question "Did I leave my place of employment voluntarily." I later received their verdict I had lost my appeal. A phone call from Mrs. R— revealed to me that she too had applied for unemployment benefits and appealed her claim and *won* the appeal. There must be some mistake as Mrs. R—and I both secretaries, *left for the same reason.* Why does one receive benefit and the other doesn't?

Considerations and Conclusions: The record shows that the claimant voluntarily quit her employment without just cause and that she was rightly disqualified from receiving benefit pursuant to section 60(1) of the Act.

It is not uncommon for people residing in a city the size of Toronto to go to work at a much greater distance than that which is involved in this case, and it would seem that, as stated in the majority decision of the board of referees, "she could at least have tried public transportation."

(*Continued on page 285*)

Wage Schedules Prepared and Contracts Awarded in January

Works of Construction, Remodelling, Repair or Demolition

During January the Department of Labour prepared 176 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and for certain services. In the same period, a total of 211 contracts in these categories was awarded. Particulars of these contracts appear below.

In addition, 145 contracts not listed in this report and which contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and the Departments of Agriculture, Defence Production, Northern Affairs and National Resources, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour.

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in January for the manufacture of supplies and equipment were as follows:

Department	*No. of Contracts*	*Aggregate Amount*
Central Mortgage & Housing Corporation	1	$6,491.00
Defence Production	104	1,260,410.00
Post Office	26	463,091.05
Public Works	1	12,719.00
Royal Canadian Mounted Police	7	14,908.93
Transport	1	1,404.00

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) The working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then they shall be fair and reasonable hours;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classification to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Labour Standards Branch of the Department of Labour, Ottawa.

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made in January

During January the sum of $4,168.68 was collected from 11 contractors for wage arrears due their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 121 workers concerned.

Contracts Containing Fair Wage Schedules Awarded in January

DEPARTMENT OF AGRICULTURE

Charlottetown P E I: Palmer Electric Ltd, extension of electrical wiring into plant research rooms, Experimental Farm. *near Ste Rose Du Lac Man:* Macaw & MacDonald Ltd, construction of dam (Turtle river). *near Arborfield Sask:* Matheson Bros Ltd, construction of project on Burnout Brook. *near Elbow Sask:* North American Road Ltd, reservoir clearing for SSR project (contract 42A). *near Outlook Sask:* Peter Kiewit Sons' Company of Canada Ltd, closing of low level tunnels, SSR project (contract 47). *near Nanton Alta:* J A Moulson Construction Ltd, Chain of Lakes project. *Vancouver B C:* Lord & Burnham Co Ltd, supply & erection of double greenhouses, research station.

In addition, this Department awarded one contract containing the General Fair Wages Clause.

ATOMIC ENERGY OF CANADA LIMITED

Deep River Ont: Custodis Canadian Chimney Co Ltd, repair of concrete chimney at Powerhouse 1. *Pinawa Man:* Grinnell Company of Canada Ltd, installation of WR-1 reactor waterspray fire extinguisher systems.

CENTRAL MORTGAGE AND HOUSING CORPORATION

Montreal Que: Sestock Construction Ltd, installation of counter top, Le Domaine; Nap Laforest & Fils Ltee, installation of floor tile, Le Domaine. *Montreal Area Que:* Nazalpino Construction Ltee, supply & installation of counter top, etc, Villeray Terrace; Nazalpino Construction Ltee, supply & installation of counter top, etc, Benny Farm; Nazalpino Construction Ltee, supply & installation of counter top, etc, Cloverdale Park; Deschenes & Perreault, supply & installation of counter top, etc, Terrasse St Michel. *Edmonton Alta:* Capital Office Cleaners, janitorial services for Highlands Court apartments.

In addition, this Corporation awarded 31 contracts containing the General Fair Wages Clause.

DEPARTMENT OF CITIZENSHIP AND IMMIGRATION

Eskasoni Indian Agency N S: Stephens Construction Ltd, auditorium/gymnasium addition, day school. *Restigouche Indian Agency Que:* Elie Dufour & Jos J Martin, construction of pumphouse, etc, reserve. *Sault Ste Marie Indian Agency Ont:* J McLeod & Sons Ltd, improvements to water heating facilities, Shingwauk residential school. *Fort Vermilion Indian Agency Alta:* Double V Construction Ltd, construction of bridge over the Meander river near Upper Hay river, reserve 212.

DEFENCE CONSTRUCTION (1951) LIMITED

Summerside P E I: Schurman Construction Ltd, construction of sand storage bldg, RCAF station. *Cornwallis N S:* D J Lowe Ltd, construction of fire stops, etc, in various bldgs, HMCS *Cornwallis. Dartmouth N S:* Blunden Supplies Ltd, interior alterations to bldg 5, RCN air station, *Shearwater. Greenwood N S:* Lagendyk & Co Ltd, interior painting of barrack blocks, RCAF station. *St Jean Que:* Alsco Montreal Inc, supply & installation of metal storm windows & screens, RCAF station; P M Enterprises Inc, renovations to bldg 4, College Militaire Royal. Shawinigan Que: Florent Gauthier, repair of fire damages, armoury.

Brantford Ont: R E Ferguson, Ltd, rewiring & relighting armoury. *Kingston Ont:* M J McPherson Electric & Plumbing, interior painting of married quarters, Fort Henry Heights. *Meaford Ont:* John Gaffney Construction Co Ltd, improvements to water supply system. *Prince Albert Sask:* Melfort Electric Ltd, rewiring & relighting armoury. *Comox B C:* M

Sleightholme & Co Ltd, interior painting of barrack blocks 6 & 23, RCAF station. *Victoria B C:* J Busby & Son Decorators Ltd, interior painting of married quarters; Acme Commercial Painting, interior painting of camp bldgs.

DEPARTMENT OF DEFENCE PRODUCTION

Summerside P E I: Alsco Maritimes Ltd, supply & installation of aluminum windows on various bldgs, RCAF station; Arrow Metal Products Ltd, supply & installation of combination storm & screen windows, RCAF station; Schurman Construction Ltd, supply & installation of vinyl asbestos tiles, barrack block 3, RCAF station. *Amherst N S:* Central Electric, supply & installation of fire detection system, armoury. *Dartmouth N S:* Nichols Contracting Ltd, installation of underground services, Shannon Park recreation bldg. *Greenwood N S:* Wylie P Hazelwood Ltd, interior painting of Hangar 11, RCAF station; Valley Services Ltd, installation of hydrants, valves, pipe, etc, RCAF station.

Chatham N B: Canadian National Railways, construction of railway spur to central heating plant, RCAF station. *Newcastle N B:* Bernard Danby, interior painting of armoury. *Kingston Ont:* Friendship Construction Co Ltd, washroom repairs, Royal Military College. *Gimli Man:* Gimli Construction Co Ltd, replacement of door channels & concrete apron approaches to Hangars 3 & 4, RCAF station. *Winnipeg Man:* Twin Cities Painting & Building Cleaning Co Ltd, interior painting of bldgs 16 & 30, La Verendrye Lines, Fort Osborne barracks.

Edmonton & Lancaster Park Alta: Elliot Painters & Decorating Ltd, interior painting of married quarters, RCAF station. *Victoria B C:* Hume & Rumble Ltd, installation of automatic fire alarm system, Bay street armoury; Ricketts-Sewell Electric Ltd, relocation & additions to lighting, first & second floors, bldg 10, HMC Dockyard, Esquimalt.

In addition, this Department awarded 46 contracts containing the General Fair Wages Clause.

NATIONAL HARBOURS BOARD

Vancouver B C: Vancouver Pile Driving & Contracting Co Ltd, addition to Campbell avenue fishermen's wharf.

DEPARTMENT OF NORTHERN AFFAIRS AND NATIONAL RESOURCES

This Department awarded one contract containing the General Fair Wages Clause.

PROJECTS ASSISTED BY FEDERAL LOAN OR GRANT

Port Colborne Ont: Dick Construction & Engineering Co Ltd, installation of sanitary sewers, house service connections, sewage pumping mains, etc, (contracts B & C); Clairson Construction Co Ltd, installation of sanitary sewers, house service connections, sewage pumping main, etc, (contract A). *Winnipeg Man:* Macaw & MacDonald Ltd, construction of Munroe avenue to Polson avenue river crossing, section B & Polson avenue comminutor station.

DEPARTMENT OF PUBLIC WORKS

Admiral's Beach Nfld: Wm Hynes, construction of slipway. *Durrell Nfld:* Twillingate Engineering & Construction Co Ltd, construction of post office bldg. *Eastport Nfld:* M & T Construction Ltd, construction of post office bldg. *Glover's Harbour Nfld:* Twillingate Engineering & Construction Co Ltd, shed & wharf extension. *Green's Harbour Nfld:* H Drover & Co Ltd, construction of post office bldg. *Jersey Side Nfld:* Messrs Stoodley & Oldford, construction of post office bldg. *Lumsden South Nfld:* Babb Construction Ltd, harbour improvements. *Pasadena Nfld:* H V Randell Ltd, construction of post office bldg. *near Whitbourne Nfld:* Curran & Briggs Ltd, clearing of Argentia access road from Trans-Canada Hwy. *between Whitbourne & Dunnville Nfld:* Curran & Briggs Ltd, clearing of Argentia access road.

Charlottetown P E I: Williams, Murphy & Macleod Ltd, railway wharf warehouse repairs. *Mount Stewart P E I:* MacLeod Bros, construction of post office bldg. *Murray Harbour P E I:* MacLeod Bros, construction of post office bldg. *St Louis P E I:* Frank Bryon & Thane Milligan, construction of post office bldg.

Advocate N S: Smith Construction Ltd, construction of post office bldg. *Boylston N S:* James D Callahan, construction of post office bldg. *Collingwood Corner N S:* Smith Construction Ltd, construction of post office bldg. *D'Escousse N S:* B E M Contractors Ltd, construction of post office bldg. *Dingwall N S:* Dunn Construction Co Ltd, construction of post office bldg. *Donkin N S:* Leonard Construction Co Ltd, construction of post office bldg. *East Bay N S:* John A MacLellan, construction of post office bldg. *Halifax N S:* Parker Bros (1960) Ltd, interior painting of Ralston bldg; General Equipment Ltd, conversion of manually-operated elevator to automatic, federal bldg, Bedford Row. *Heatherton N S:* James D Callahan, construction of post office bldg. *Hebron N S:* Jacob LeBlanc, construction of post office bldg.

Monastery N S: James D Callahan, construction of post office bldg. *Neil's Harbour N S:* Dunn Construction Co Ltd, construction of post office bldg. *New Ross N S:* Hilliard Cameron, extension to post office bldg. *Orangedale N S:* Malcolm MacRae, construction of post office bldg. *River Denys Station N S:* McIsaac, McIsaac & McLennan Contractors, construction of post office bldg. *Southampton N S:* Smith Construction Ltd, construction of post office bldg. *South Ohio N S:* Gus Surette, construction of post office bldg. *Wallace N S:* MacBurnie Bros Ltd, construction of post office bldg. *Wedgeport N S:* Central Construction Co, construction of post office bldg. *West Bay Road N S:* Paragon Construction, construction of post office bldg. *Westport N S:* Paragon Construction, construction of post office bldg. *West Pubnico N S:* Wallace & Bernard D'Eon, construction of post office bldg. *Yarmouth Bar N S:* Kenney Construction Co Ltd, protection work repairs.

Alma N B: Judson E Kelly, construction of post office bldg. *Baker Brook N B:* O'Neil Pelletier, construction of post office bldg. *Fredericton N B:* S C R Construction Co Ltd, alterations to first floor, federal bldg. *Lower Neguac N B:* Atlantic Construction Ltd, construction of post office bldg. *Neguac N B:* Atlantic Construction Ltd, construction of post office bldg. *New Denmark N B:* Ancher J Anderson, construction of post office bldg. *Tabusintac N B:* Atlantic Construction Ltd, construction of post office bldg. *Tide Head N B:* L D Dimock Co Ltd, construction of post office bldg.

Baie Comeau Que: Les Entreprises du Cap Diamant Ltee, construction of steel pile fenders. *Black Cape Que:* Goulet Construction Cie Ltee, construction of post office bldg. *Boulanger Que:* Roland Girard, construction of post office bldg. *Cap Chat Que:* Paul Sergerie, wharf repairs. *Cap Chat Est Que:* Theodose Gagnon, construction of post office bldg. *Carleton Que:* Bernier Equipment Enrg, wharf repairs. *Chute St Philippe Que:* Les Entreprises Mont-Daniel, wharf construction. *Clarenceville Que:* O Coupal Inc, construction of post office bldg. *Daveluyville Que:* J Robert Noel Inc, construction of post office bldg. *Duparquet Que:* Materiaux Construction Macamic Inc, construction of post office bldg. *Garthby Station Que:* Dorilas Grenier Ltee, construction of post office bldg.

Gascons Que: Roland Claveau, construction of post office bldg. *Grand Cascapedia Que:* Roland Claveau, construction of post office bldg. *Henryville Que:* Omer Brault, construction of post office bldg. *Lac des Ecorces Que:* Les Constructions Mercure Enrg, construction of post office bldg. *Lac Humqui Que:* Henri Dube, construction of post office bldg. *Lac Ste Croix Que:* Lionel Simard, construction of post office bldg. *Lac Tortue Que:* Justin Desy, construction of post office bldg. *L'Ascension Que:* Leger & Robidoux, construction of post office bldg. *Leeds Village Que:* Herve Lessard & Signefroid Labrecque, construction of post office bldg. *Les Boules Que:* Leopold Roy, construction of post office bldg. *Les Hauteurs de Rimouski Que:* Roland Claveau, construction of post office bldg.

Marsoui Que: Robert Ducasse, construction of post office bldg. *Maskinonge Que:* Giles Malo, construction of post office bldg. *Messines Que:* J M Cote, construction of post office bldg. *Montreal Que:* Westeel Products Ltd, supply & installation of metal office partitions, National Revenue bldg. *Petite Matane Que:* Robert Ducasse, construction of post office bldg. *Phillipsburg Que:* O Coupal Inc, construction of post office bldg. *Pointe Fleuvant Que:* Charles Woodrow Brown, wharf repairs. *Remigny Que:* Charest Construction Co Ltd, wharf reconstruction. *Riviere la Madeleine Que:* Robert Ducasse, construction of post office bldg. *Roxton Falls Que:* Marcel Lachapelle, construction of post office bldg. *Ruisseau-Vert Que:* Francois Lapointe Inc, construction of post office bldg.

Saguenayville (Riviere du Moulin) Que: Georges Riverin & Fils Enr, construction of protection wall. *St-Alphonse-de-Caplan Que:* Roland Claveau, construction of post office bldg. *St. Cuthbert Que:* Agenor Blais, construction of post office bldg. *St Denis-de-la-Bouteillerie Que:* Girard & Frere Enr, construction of post office bldg. *St Elzear de Bonaventure Que:* Demeules & Durette Enr, construction of post office bldg. *St-Francois d'Assise Que:* Valmont Ouellet, construction of post office bldg. *Ste-Francoise Que:* Jos Boulay, construction of post office bldg. *St Gabriel de Rimouski Que:* Roland Claveau, construction of post office bldg. *St Gedeon Que:* Lionel Simard, construction of post office bldg. *Saint Godefroi Que:* Henri Chapados, construction of post office bldg. *St Luc Que:* Omer Brault, construction of post office bldg.

St Medard Que: Jos Boulay, construction of post office bldg. *Ste-Sabine de Bellechasse Que:* Grenier & Charest, construction of post office bldg. *St-Samuel de Gayhurst Que:* Emilien Bolduc, construction of post office bldg. *St-Sebastien de Beauce Que:* Dorilas Grenier Ltee, construction of post office bldg. *St Tharsicius Que:* Henri Dube, construction of post office bldg. *Ste Therese de Gaspe Que:* Jean Paul Gagnon, construction of post office bldg. *St Vincent de Paul Que:* J Brissette Ltee, reconstruction (phase VI, mechanical & electrical), penitentiary. *Ticouape Que:* Girard & Frere Enr, construction of post office bldg. *Tourelle Que:* Andre Lepage, construction of post office bldg. *Trois Rivieres Que:* Rosaire Dufresne

Inc, extension to mail lobby & loading platform of federal bldg. *Val D'Espoir Que:* Jean Paul Gagnon, construction of post office bldg. *Val d'Or Que:* Valbec Construction Inc, construction of RCMP detachment quarters.

Arnprior Ont: J R Statham Construction Ltd, general alterations in various bldgs, Civil Defence College. *Campbellville Ont:* Wm Arch & Sons Building & Construction Ltd, construction of office bldg. *Chatham Ont:* National Painting & Decorating (Windsor) Ltd, interior painting & plaster repairs, federal bldg. *Collingwood Ont:* MacDonald & Sykes, construction of water gauge station. *Dresden Ont:* Ben Bruinsma & Sons Ltd, construction of post office bldg. *Iron Bridge Ont:* West York Construction, construction of post office bldg. *Kingsville Ont:* Kubis Home Builders, construction of federal bldg. *McGregor Ont:* J S Thornton, construction of post office bldg. *Montreal River Ont:* Albert Haigh, wharf repairs. *Mount Albert Ont:* West York Construction, construction of post office bldg.

Ottawa Ont: Ron Engineering & Construction Ltd, extension to virus laboratory, Tunney's Pasture; C A Pitts General Contractor Ltd, excavation for the Canadian centre for the Performing Arts (phase 1); Beaudoin Construction Ltd, general alterations to Finance bldg, Tunney's Pasture; Canadian Comstock Co Ltd, installation of air conditioning, Brooke Claxton bldg, Tunney's Pasture; Canadian Comstock Co Ltd, installation of air conditioning, Supreme Court bldg; R R Construction, alterations to third floor, Vimy bldg. *Prescott Ont:* Fort Construction & Equipment Ltd, construction of information centre & public toilets. *St Catharines Ont:* Jack W Harper Construction Ltd, interior alterations to first & second floors, federal bldg. *St Charles Ont:* Gerard Builders of North Bay, construction of post office bldg. *Stoney Point Ont:* Ben Bruinsma & Sons Ltd, construction of post office bldg. *Sunderland Ont:* Willard N Hunt, construction of post office bldg. *Wallaceburg Ont:* The John Hayman & Sons Co Ltd, construction of federal bldg.

Brandon Man: Nu-Way Decorating Co, interior decorating of federal bldg. *Rorketon Man:* Freheit Construction Ltd, construction of post office bldg. *Stony Mountain Man:* Raymond Massey Builders Ltd, alterations & addition to dairy barn F-24, Manitoba penitentiary. *Avonlea Sask:* Cemac Enterprises, construction of post office bldg, *Beechy Sask:* L E Fitzgerald Construction Ltd, construction of post office bldg. *Waldheim Sask:* Driedger & Stoesz, construction of post office bldg. *Banff Alta:* Christensen & Macdonald Construction (Southern) Ltd, construction of RCMP detachment bldg. *Warburg Alta:* R Holzer Construction, construction of post office bldg.

Fernie B C: Bird Construction Co Ltd, construction of RCMP detachment quarters. *Matsqui B C:* Commonwealth Construction Co Ltd, construction of central heating plant (contract 3), Matsqui institution. *Port McNeill B C:* Salo & Miemi Contractors, construction of post office bldg. *Prince Rupert (Seal Cove) B C:* West Construction Ltd, construction of various bldgs for Dept of Transport. *Surge Narrows B C:* Ed Sawchuck Contracting Co Ltd, relocation of landing. *Vancouver B C:* Cain Truscott Contractors Ltd, alterations to third floor, Immigration bldg. *Victoria B C:* Wakeman & Trimble Contractors Ltd, construction of dormitory block, Dominion Astrophysical Observatory; Chew Excavating Ltd, alterations to water supply system for Dept of Mines & Technical Surveys, Dominion Astrophysical Observatory. *William Head B C:* Luney Bros & Hamilton Ltd, construction of cubicle dormitory bldg for Dept of Justice.

In addition, this Department awarded 52 contracts containing the General Fair Wages Clause.

THE ST LAWRENCE SEAWAY AUTHORITY

St Catharines Ont: The Carter Construction Co Ltd, entrance wall extensions to lock 2 (upper) & lock 3 (lower), Welland Canal. *Thorold Ont:* Maritime Steel & Foundries Ltd, supply & erection of sector gates, lock 7, Welland Canal twinning project.

DEPARTMENT OF TRANSPORT

Dartmouth N S: J W Lindsay Construction Co Ltd, construction of foundations for Armco-type prefabricated steel bldg, Dartmouth agency. *Halifax N S:* Allied Aviation Service Company of Nfld Ltd, cleaning air terminal bldg, international airport. *Sydney N S:* Stephens Construction Ltd, construction of garage & firehall bldg. *Dorval Que:* Meco Electric (1960) Inc, apron lighting (phase A) & supporting structures, international airport. *Matane Que:* Sirois Electrique (Matane) Inc, installation of LI approach lighting with rotating beacon, airport. *Carp Ont:* Coady Construction Ltd, construction of PAR controller training facility bldg. *Malton Ont:* Bedard-Girard Ltd, installation of power supply to control tower, etc, international airport.

Moosonee Ont: Les Owens Construction Co Ltd, construction of access road & site preparation, Rawinsonde station. *North Bay Ont:* Farquhar Construction Ltd, construction of sand storage bldg & related work. *Uplands Ont:* H G Francis & Sons Ltd, ventilation of welding

(Continued on page 285)

PRICE INDEXES

Consumer Price Index, February 1965

The consumer price index (1949=100) increased 0.2 per cent to 137.2 at the beginning of February from 136.9 in January.

Five of the seven main components increased; the largest rise, 0.5 per cent, occurred in the food index. The recreation and reading index declined 0.4 per cent, and the transportation index was unchanged.

The February index was 2.0 per cent higher than the February 1964 index of 134.5.

The food index rose 0.5 per cent to 133.1 from 132.5. Prices increased for fresh fruit and vegetables, fats other than butter and lard, some beef cuts, both fresh and cured pork, liver, lamb, veal and chicken. Prices were lower for eggs, sugar, oranges and grapefruit, canned and frozen orange juice, celery, cabbage, and lettuce.

The housing index rose 0.2 per cent to 140.1 from 139.8. The shelter component was 0.4 per cent higher, reflecting increased prices for home-ownership and house repairs. Rent was unchanged. The household operation component declined 0.2 per cent as sale prices for furniture and carpeting outweighed higher prices for household supplies and cotton and wool textiles.

The clothing index increased 0.3 per cent to 119.5 from 119.2, mainly reflecting women's wear prices up from sale levels, and higher prices for cotton and wool piece goods, and footwear. Price changes for men's and children's wear were mixed.

The transportation index was unchanged at 146.3. Higher prices for taxi fares in a few cities and bus fares in one city were offset by scattered lower gasoline prices.

The health and personal care index edged up 0.1 per cent to 174.6 from 174.4, chiefly as a result of higher prices for personal care supplies. The health care component decreased slightly; prices were lower for prescriptions and other pharmaceutical products.

The recreation and reading index declined 0.4 per cent to 153.4 from 154.0; lower prices for magazine subscriptions moved the reading component down 1.6 per cent. The recreation component rose fractionally as a result of price increases for bicycles and camera film.

The tobacco and alcohol index was 0.1 per cent higher at 121.8 from 121.7. Scattered price increases for cigarettes and cigarette tobacco moved the tobacco component. The component for alcoholic beverages was unchanged.

Group indexes in February 1964 were: food 131.3, housing 137.3, clothing 117.8, transportation 142.6, health and personal care 165.4, recreation and reading 152.3, and tobacco and alcohol 119.4.

City Consumer Price Indexes, January 1965

Consumer price indexes (1949=100) for the ten regional cities exhibited mixed movements between December 1964 and January 1965. Indexes were higher in seven cities, unchanged in two, and lower in one.

Movements ranged from an increase of 0.6 per cent in Vancouver to a decrease of 0.4 per cent in Ottawa.

Food indexes rose in five cities, declined in two, and remained constant in three. Changes ranged from an increase of 0.4 per cent in Saint John to a decrease of 1.6 per cent in Toronto.

Indexes for housing rose in three cities, fell in three and remained unchanged in four. Clothing indexes were lower in eight cities and unchanged in Saint John and Saskatoon-Regina. Transportation indexes increased in nine cities and decreased fractionally in one.

Health and personal care indexes were slightly higher in four cities, lower in two and unchanged in four. Recreation and reading indexes moved up in eight cities and down in two. Tobacco and alcohol indexes were steady in seven cities, fractionally lower in two and in the tenth, Winnipeg, the index experienced a 2.3-per-cent increase.

Regional consumer price index point changes between December 1964 and January 1965 were: Vancouver +0.8 to 134.5; Saint John +0.4 to 135.5; Edmonton-Calgary +0.4 to 128.8; Winnipeg +0.2 to 134.0; St. John's +0.1 to 122.0*; Halifax +0.1 to 132.6; Montreal +0.1 to 136.3; Ottawa —0.5 to 136.7. Toronto and Saskatoon-Regina were unchanged at 138.2 and 130.5 respectively.

Wholesale Price Index, January 1965

Canada's general wholesale index (1935-39=100) rose to 246.6 in January, up 0.2 per cent from the December 1964 index of 246.0 but down 0.1 per cent from the January 1964 index of 246.9. Six of the eight major group indexes advanced in January; the other two were lower.

The wood products group index rose 1.0 per cent to 332.9 in January from the December index of 329.6. Increases of 0.2 per cent or less were recorded for the following major group indexes: iron products, 258.9 (258.5 in December); vegetable products, 223.7 (223.5); textile products, 246.0 (245.8); non-ferrous metals products, 212.6 (212.3); and animal products, 251.1 (251.0).

A decline of 0.3 per cent to 193.3 from 193.9 occurred in the chemical products group index. The non-metallic minerals group index eased down to 189.6 from 189.9.

* On base June 1951=100.

The index of Canadian farm product prices at terminal markets (1935-39=100) advanced 2.7 per cent to 225.2 from 219.2 in the three-week period ended January 22. The animal products index increased 1.0 per cent from 263.1 to 265.8. The field products index rose 5.2 per cent from 175.4 to 184.6, reflecting sharp price increases for potatoes and hay.

The price index of residential building materials (1935-39=100) rose 2.7 per cent in January to 340.9 from 331.9 in December 1964, and, on the base 1949=100, to 149.5 from 145.6. The price index of non-residential building materials (1949=100) rose 2.6 per cent to 145.5 from 141.8.

U.S. Consumer Price Index, January 1965

The United States consumer price index (1957-59=100) rose 0.1 per cent in January to 108.9 from 108.8 in December 1964. It was the fifth consecutive monthly advance.

The rise in the month was attributed mainly to higher costs of housing, gasoline and automobile insurance.

In January 1964 the index stood at 107.7; the rise in the year was 1.1 per cent.

British Index of Retail Prices, December 1964

The British index of retail prices (Jan. 16, 1962=100) stood at 109.2 in mid-December, compared with 108.8 in mid-November. The December 1963 index was 104.2.

The rise in the index during the month was due mainly to seasonal increases in the price of household coal. The food index rose to 109.9 from 109.4 in November.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE. List No. 197.

Annual Reports

1. BRITISH PRODUCTIVITY COUNCIL. *Annual Review, 1962/63.* London [1964?] Pp. 16.

2. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Labour Organizations in Canada, 1964.* 53rd ed. Ottawa, Queen's Printer, 1964. Pp. 100.

3. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Strikes and Lockouts in Canada, 1962.* Ottawa, Queen's Printer, 1964. Pp. 35.

4. CANADA. DEPARTMENT OF LABOUR. TECHNICAL AND VOCATIONAL TRAINING BRANCH. *Report of the Director of Technical and Vocational Training for the Fiscal Year ended March 31, 1963.* Ottawa, Queen's Printer, 1963. Pp. 27.

Reprinted from the Annual Report of the Department of Labour.

5. MONTREAL. BOARD OF TRADE. EMPLOYEE RELATIONS SECTION. *Annual Survey of Hourly Paid Employees; Wages and Working Conditions in the Montreal Area, 1964.* Surveyed June 1964. Montreal, 1964. Pp. 26.

6. U.S. DEPARTMENT OF LABOR. *Annual Report, 1963.* Washington, GPO, 1964. Pp. 303.

7. U.S. OFFICE OF EDUCATION. DIVISION OF VOCATIONAL AND TECHNICAL EDUCATION. *Digest of Annual Reports of State Boards for Vocational Education to the Office of Education; Summary of Statistical and Financial Information, Fiscal Year ended June 30, 1961.* Washington, GPO, 1963. Pp. 68.

8. U.S. SMALL BUSINESS ADMINISTRATION. *Management Aids for Small Manufacturers. Annual No. 10.* Washington, GPO, 1964. Pp. 82.

Business

9. RAYMOND, THOMAS CICCHINO. *Problems in Business Administration; Analysis by the Case Method.* 2d ed. New York, McGraw-Hill, 1964. Pp. 331.

This book is intended as a guide in problem solving and decision making in business administration by means of case studies. The first part of the book presents the process of analysis and the second part presents 20 cases for analysis covering such subjects as production, finance, accounting, marketing, etc.

10. U.S. DEPARTMENT OF COMMERCE. OFFICE OF BUSINESS ECONOMICS. *Business Statistics; a Supplement to the Survey of Current Business, 1963.* Washington, GPO, 1963. Pp. 353.

11. U.S. Small Business Administration. *Cutting Office Costs in Small Plants.* 2d ed. Washington, GPO, 1964. Pp. 54.

Canada—Laws and Legislation

12. CANADA. LAWS, STATUTES, Etc. *Canadian Estate Tax and Succession Duties Acts, including all Amendments to July 1, 1964.* 4th ed. Toronto, CCH Canadian Limited, 1964. Pp. 210.

13. CANADA. LAWS, STATUTES, Etc. *A Consolidation of the British North American Acts, 1867 to 1960. Consolidation as of January 1, 1964.* Prepared by Elmer A. Driedger. Ottawa, Queen's Printer, 1964. Pp. 50.

Economic Conditions

14. APTER, DAVID E. *Systems, Process and the Politics of Economic Development.* Berkeley, University of California, Institute of Industrial Relations, 1964. Pp. 135-158.

15. SWEDISH CONFEDERATION OF TRADE UNIONS. *Economic Expansion and Structural Change: a Trade Union Manifesto. Report submitted to the 16 Congress of Lands organizationen i Sverige (the Swedish Confederation of Trade Unions).* Edited and translated by T. L. Johnston. London, G. Allen & Unwin, 1963. Pp. 175.

This report, prepared by economists on the research staff of the Swedish Confederation of Trade Unions, concerns economic policy in Sweden.

Education

16. DAVEY, D. MacKENZIE. *Programmed Instruction,* by D. MacKenzie Davey and P. McDonnell. London, Institution of Personnel Management, 1964. Pp. 56.

Briefly outlines the development of programmed instruction and points out its advantages.

17. NEW YORK (STATE). UNIVERSITY. BUREAU OF GUIDANCE. *Helping Educationally Disadvantaged Children; the Second Year of Project ABLE.* Albany, 1964. Pp. 24.

Project ABLE was established in New York State in the school year 1961/62 to help school districts improve their programs of education for children from deprived backgrounds. This booklet outlines the progress of Project Able in the school year 1962/63.

18. PRINCETON UNIVERSITY. INDUSTRIAL RELATIONS SECTION. *External Benefits of Public Education; an Economic Analysis,* by Burton A. Weisbrod. Princeton, 1964. Pp. 143.

A study of how, and how much, education brings benefits to people other than students, and to people outside the community which provides the education. The author has based his conclusions on research done in Clayton, Mo., a city of about 15,000 population, adjacent to St. Louis.

Employees—Training

19. CANADIAN INDUSTRIAL TRAINERS' ASSOCIATION. *Proceedings of Conference, 1964.* Montreal, 1964. Pp. 53. Papers in English or French.

Some of the topics discussed at the Conference were the effect of automation on the hiring and upgrading of skilled workers, trends in management development, the education requirements of skilled workers, and technical training developments in Canada.

20. U.S. OFFICE OF MANPOWER, AUTOMATION AND TRAINING. *Occupational Mobility through MDTA Training.* Washington, GPO, 1964. Pp. 9.

Equal Pay for Equal Work

21. U.S. CONGRESS. HOUSE. COMMITTEE ON EDUCATION AND LABOR. *Equal Pay Act, Hearings before the Special Subcommittee on Labor of the Committee on Education and Labor, House of Representatives, Eighty-eighth Congress, First Session on H. R. 3861, and Related Bills, to prohibit Discrimination, on Account of Sex, in the Payment of Wages by Employers engaged in Commerce or in the Production of Goods for Commerce and to provide for the Restitution of Wages lost by Employees by Reason of Any Such Discrimiation . . .* Washington, GPO, 1963. Pp. 326. Hearings held Mar. 15-27, 1963.

22. U.S. CONGRESS. SENATE. COMMITTEE ON LABOR AND PUBLIC WELFARE. *Equal Pay Act of 1963. Hearings before the Subcommittee on Labor of the Committee on Labor and Public Welfare, United States Senate. Eighty-eighth Congress, First Session, on S.882 and S.910, to amend the Equal Pay Act of 1963.* April 2, 3, and 16, 1963. Washington, GPO, 1963. Pp. 200.

The Equal Pay Act of 1963 was signed into law by President Kennedy on June 10, 1963. The Act prohibits discrimination on account of sex in the payment of wages.

Finance

23. CANADIAN TAX FOUNDATION. *The National Finances; an Anaylsis of the Revenues and Expenditures of the Government of Canada, 1964-65.* Toronto, 1964. Pp. 204.

24. COMMONWEALTH SAVINGS AND LOAN CORPORATION. *The Porter Report; a Commentary & Synopsis of the Report of the Royal Commission on Banking and Finance.* [Toronto? 1964] Pp. xi, 19.

This synopsis concentrates primarily on the Porter Commission report's chapters dealing with chartered banks and loan and trust companies.

Industrial Relations

25. CHANDLER, MARGARET KUEFFNER. *Management Rights and Union Interests.* New York, McGraw-Hill, 1964. Pp. 329.

An analysis of management rights in the field of industrial relations, with special emphasis on the issue of contracting-out.

26. INDUSTRIAL RELATIONS RESEARCH ASSOCIATION. *Proceedings of the 1694 Spring Meeting, Gatlinburg, Tenn., May 4 and 5, 1964.* Edited by Gerald G. Somers. Chicago, Commerce Clearing House, Inc., 1964. Pp. 403-492.

Reprinted from *Labour Law Journal,* July 1964.

The talks delivered at the Spring Meeting dealt with Federal Government Dispute Settlement Panels; Retraining in the Southern States; the difficulty of organizing workers in the Southern States; and collective bargaining in the Federal civil service.

27. QUEBEC (CITY). UNIVERSITE LAVAL. DEPARTEMENT DES RELATIONS INDUSTRIELLES. *Socialisation et relations industrielles* [par] Gérard Dion [et al.] Québec, Les Presses de l'Université Laval, 1963. Pp. 188.

Report of the 18th Congrès des relations industrielles de l'Université Laval held in Quebec City, April 22 and 23, 1963.

Partial Contents: La socialisation: caractère et signification [par] Gérard Dion. L'entreprise privée face à la socialisation [par] Raymond Gérin. Le syndicalisme en contexte socialisé: fonctions et responsabilités nouvelles [par] Louis-Marie Tremblay. Le rôle de l'Etat en relations du travail—essai de réévaluation [par] Jean-Réal Cardin. L'état-employeur et la fonction publique [par] S. J. Frankel. La négociation collective dans les secteurs privés subventionnés par l'Etat: Point de vue patronal [par] Paul Desrochers; Point de vue syndical [par] Jacques Archambault. Planification, entreprise privée et syndicalisme libre [par] Paul Normandeau.

Kingston, Ont. Queen's University. Industrial Relations Centre

Reprint Series

28. CURTIS, CLARENCE HONEYWELL. *The Enforcement of the Collective Bargaining Agreement.* Kingston, Ont., Industrial Relations Centre, Queen's Universiy [1964?] Pp. 15. *Reprint Series, No. 2.*

Paper presented at the 34th Annual meeting of the Canadian Political Science Association, Hamilton, June 1962.

The author says that in Canada the collective bargaining agreement has been made "the keystone of good employer-employee relations" and he traces the development of this policy and shows some problems that follow from it.

29. DUNCAN, ALASTAIR ROBERT CAMPBELL. *The Concept of Leisure.* Kingston, Ont., Industrial Relations Centre, Queen's University [1964?] Pp. 8. *Reprint Series, No. 5.*

Paper presented at the 1963 Spring Conference Program of the Industrial Relations Centre, Queen's University.

30. GOLDENBERG, HYMAN CARL. *Labour, Management and the Public.* Kingston, Ont., Industrial Relations Centre [1964] Pp. 10. *Reprint Series, No. 6.*

Paper presented at a conference held by the Industrial Relations Centre, Queen's University, May 23-24, 1963.

A talk about industrial disputes and industrial relations.

31. WOOD, WILLIAM DONALD. *Occupational Trends and their Implications.* Ottawa, Queen's Printer, 1961. Pp. 1031-1066. *Reprint Series, No. 1.*

Consists of a brief presented by Professor Wood to the Senate Special Committee on Manpower and Employer in Ottawa on Wednesday, March 1, 1961, and contained in Part 15 of the Committee's proceedings.

Professor Wood, Director of the Industrial Relations Centre of Queen's University, presented some observations on significant occupational changes in the Canadian labour force and some suggestions concerning unemployment and occupational training.

32. WOOD, WILLIAM DONALD. *Personnel Administration and Professional Employees.* Kingston, Ont., Industrial Relations Centre, Queen's University [1964?] Pp. 8. *Reprint Series, No. 3.*

"Reprinted from a volume of articles entitled 'Personnel management' published by the Canadian Institute of Chartered Accountants . . . pp. 46-52."

Briefly examines occupational trends among professional and technical workers and suggests some possible changes in personnel administration policies with regard to them.

33. YOUNG, FREDERICK JOHN LENANE. *Adjusting to Technological Change: Some New Labour-Management Approaches.* Kingston, Ont., Industrial Relations Centre, Queen's University [1964?] Pp. 21. *Reprint Series, No. 4.*

Paper presented at a seminar at the Industrial Relations Centre, Queen's University, May 1963.

A brief look at automation in the following four industries: bituminous coal, meat packing, longshore, and steel.

Research Series

34. CURTIS, CLARENCE HONEYWELL. *Labour Arbitration in the Courts* [*Certiorari to Labour Arbitration Tribunals in Canada*] Kingston, Ont., Industrial Relations Centre, Queen's University [1964] Pp. 19. *Research Series, No. 2.*

A brief examination of labour arbitration cases that come before the courts, with particular reference to cases in Ontario.

35. YOUNG, FREDERICK JOHN LENANE. *The Contracting out of Work; Canadian and U.S.A. Industrial Relations Experience.* Kingston, Ont., Industrial Rela-

tions Centre, Queen's University, 1964. Pp. 150. *Research Series No. 1.*

Published under the auspices of the Labour Department-University Research Committee.

Partial Contents: Contracting Out: the Background. Subcontracting and the Duty to bargain in the United States. Arbitration of Disputes over Subcontracting—the United States Experience. Subcontracting and the Duty to bargain in Canada. Subcontracting and Bargaining Rights in Canada. Employment Status: Independent Contractors or Employees? Arbitration of Disputes over Subcontracting—the Canadian Experience. Two Case Studies: Contracting Out on Canadian Railroads and Contract Maintenance Agreements. Summary and Conclusions.

Labour Organization

36. BRODY, DAVID. *The Butcher Workmen; a Study of Unionization.* Cambridge, Harvard University Press, 1964. Pp. 320.

The story of the Amalgamated Meat Cutters and Butcher Workmen of North America from its formation on January 26, 1897 until the beginning of the 1960's.

37. FONER, PHILIP S. *History of the Labor Movement in the United States. Vol. III: The Policies and Practices of the American Federation of Labor, 1900-1909.* New York, International Publishers, c1964. Pp. 477.

38. INDUSTRIAL RELATIONS RESEARCH ASSOCIATION. *Regulating Union Government.* Edited by Marten S. Estey, Philip Taft [and] Martin Wagner. New York, Harper, c1964. Pp. 230.

A study of the background and administration of the Labor-Management Reporting and Disclosure Act of 1959 (the Landrum-Griffin Act) and an evaluation of its effectiveness during the first four years of its operation.

Labouring Classes

39. ALBERTA. BUREAU OF STATISTICS. *Survey of Working Conditions and Benefits: Hours worked and Policy for Vacations, Sick Pay and Benefit Plans.* 6th Report, March 1964. Edmonton, 1964. Pp. 35.

40. FARMER-LABOUR-TEACHER INSTITUTE. 16th, 1963. *Trends towards Centralization; a Report of the 16th Annual Farmer-Labour-Teacher Institute, June 28-July 1, 1963.* Presented by Saskatchewan Occupational Group Council. [Regina? Saskatchewan Occupational Group Council? 1963?] Pp. 70.

Twenty-five delegates representing the Saskatchewan Farmers Union, Saskatchewan Federation of Labour, and Saskatchewan Teachers Federation attended this meeting.

41. INTERNATIONAL LABOUR OFFICE. *Technical Guide; Descriptions of Series published in the Statistical Supplement to the International Labour Review.* Geneva, 1964. 5 parts (loose-leaf).

Contents: 1. Consumer Price Indices. 2. Unemployment. 3. Employment Indices. 4. Wages. 5. Hours of Work. To be kept up to date by substitute pages.

42. U.S. BUREAU OF LABOR STANDARDS. *Coverage of Agricultural Workers under State and Federal Labor Laws.* Washington, GPO, 1964. Pp. 26.

43. U.S. CONGRESS. SENATE. COMMITTEE ON LABOR AND PUBLIC WELFARE. *Toward Full Employment: Proposals for a Comprehensive Employment and Manpower Policy in the United States; A Report together with Minority and Individual Views. Prepared by the Subcommittee on Employment and Manpower of the Committee on Labor and Public Welfare, United States Senate.* Washington, GPO, 1964. Pp. 148.

Report prepared to accompany the Subcommittee's hearings on the Nation's Manpower Revolution.

Traces the development of manpower policy in the United States, appraises existing programs of manpower policy, and describes in greater detail the subcommittee's recommendations for a comprehensive employment and manpower policy.

Minorities

44. HIESTAND, DALE LEROY. *Economic Growth and Employment Opportunities for Minorities.* Foreword by John F. Henning. Introd. by Eli Ginzberg, New York, Columbia University Press, 1964. Pp. 127. Published in Canada by Copp Clark, Toronto.

Examines "selected aspects of the relationship between the changing employment patterns of minority groups and the growth of the economy," with special attention paid to Negroes. In addition, the author considers the role of white women in the labour force.

45. U.S. BUREAU OF LABOR STATISTICS. *Economic Status of Nonwhite Workers, 1955-62* [by Matthew A. Kessler. Washington, GPO, 1963] Pp. 9.

Occupations

46. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Printing Trades.* 2nd rev. ed. Ottawa, Queen's Printer, 1964. Pp. 44.

Provides information concerning nature of the work, personal qualities needed, preparation and training, working conditions, advancement, distribution of workers, and employment trends.

Professional Workers

47. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Annual Earnings in the Scientific and Technical Professions, 1963; a Preliminary Report.* Ottawa, Queen's Printer, 1964. Pp. [8].

English and French text, the latter inverted and paged separately. Professional Manpower Bulletin, No. PM6.

48. COMMITTEE ON UTILIZATION OF SCIENTIFIC AND ENGINEERING MANPOWER. *Toward Better Utilization of Scientific and Engineering Talent, a Program for Action; Report.* Washington, 1964. Pp. 153.

The Committee is a non-governmental body appointed by the National Academy of Sciences and supported financially by the Ford Foundation.

Describes the United States' needs for scientific and engineering manpower and the resources available to fill these needs, in the federal government, industry and colleges and universities. Includes the Committee's findings and recommendations as well as study papers prepared for the Committee.

49. CONFERENCE ON APPLIED MATHEMATICS FOR ENGINEERS, ROME, 1963. *Applied Mathematics for Engineers; Engineering Education in the Computer Age; Report.* Paris, Organization for Economic Cooperation and Development, 1964. Pp. 105.

Conference sponsored by OECD and held in Rome, May 1963.

Partial Contents: The Teaching of Mechanical Data Processing. The Effect of Computer Science on Engineering Mathematics. Introducing the Computer into the Universities of Italy and its Effects on the Teaching of Mathematics and Other Disciplines. The Work of the International Computation Centre. Courses in Mathematics for Engineers.

Social Conditions

50. GREAT BRITAIN. CENTRAL OFFICE OF INFORMATION. REFERENCE DIVISION. *Social Services in Britain.* Rev. September 1963. London, 1964. Pp. 116.

51. U.S. WELFARE ADMINISTRATION. *Converging Social Trends; Emerging Social Problems. Washington, GPO,* 1964. Pp. 96.

Consists of a series of charts, with explanatory text, which show the changing population, the rapidly developing economy, education needs, health of the population, emerging social problems, etc.

Wages and Hours

52. GREAT BRITAIN. NATIONAL INCOMES COMMISSION. [*Report on*] *Agreements of November-December 1963 in the Engineering and Shipbuilding Industries.* London, HMSO, 1964. Pp. 9.

On November 26th, 1963, the Engineering Employers' Federation and the Confederation of Shipbuilding and Engineering Unions announced an agreement on pay increases to take effect from December 2nd, 1963. The National Incomes Commission investigated the increase to study its effect on the economic situation in Great Britain.

53. INTERNATIONAL FEDERATION OF INDUSTRIAL ORGANIZATIONS AND GENERAL WORKERS' UNIONS. *Report on Wages and Conditions of Employment in the Rubber Industry of Some Countries.* Amsterdam, 1962. Pp. 38.

A report on wages in 1962 in a number of European countries, and in Israel, Turkey and in the United States.

54. INTERNATIONAL LABOUR OFFICE. *Wages; a Workers' Education Manual.* Geneva, 1964. Pp. 176.

This manual is intended to help workers understand basic principles of the subject of wages. It is divided into 16 lessons, each of which begins with a summary defining the nature and scope of the points discussed and ending with a series of questions. It explains something about fixing wages, wage incentives, job evaluation, fringe benefits, women's wages, protection of wages, national wages policy, etc.

WOMEN

55. CANADA. WOMEN'S BUREAU. *The United Nations Commission on the Status of Women, Eighteenth Session, to be held in Teheran, Iran, March 1-20, 1965.* Ottawa, 1965. Pp. 6. Women's Bureau Bulletin, No. 13, January 1965.

56. ITASCA CONFERENCE ON THE CONTINUING EDUCATION OF WOMEN, ITASCA STATE PARK, MINN., 1962. *Education and a Woman's Life; Proceedings.* Edited by Lawrence E. Dennis. Washington, American Council on Education, 1963. Pp. 153.

Sponsored by the American Council on Education with assistance from the Carnegie Corporation of New York and the University of Minnesota.

Describes the needs and opportunities for the educated woman in American society and outlines the programs developed by some American universities for the continuing education of women.

57. NATIONAL COUNCIL OF WOMEN OF CANADA. *Year Book, 1964.* [Ottawa?] 1964. Pp. 132.

58. ROUND-TABLE CONFERENCE ON THE IMPLICATIONS OF TRADITIONAL DIVISIONS BETWEEN MEN'S WORK AND WOMEN'S WORK IN OUR SOCIETY, OTTAWA, 1964. *Report.* Ottawa, Women's Bureau, Canada Dept. of Labour, 1964. Pp. 47.

Conference held March 12, 1964 under the auspices of the Women's Bureau, Canada Dept. of Labour.

Consists of 2 talks and discussion on them. The talks were entitled "Economic Causes and Consequences of the Traditional Division of Labour between Men and Women", by W. R. Dymond, Assistant Deputy Minister, Canada Department of Labour, and "Gender and the Division of Labour", by Oswald Hall, Professor of Sociology, University of Toronto.

59. SEEAR, NANCY. *A Career for Women in Industry?* [By] Nancy Seear, Veronica Roberts [and] John Brock. [London] Published for the London School of Economics and Political Science by Oliver and Boyd Ltd., 1964. Pp. 93.

A report of the findings of two studies: 1. The choice of career; a study of the attitudes of grammar school girls in seventeen schools towards Science-based careers. 2. The career; a study in eight firms of the employment of women in positions of responsibility.

60. U.S. OFFICE OF MANPOWER, AUTOMATION AND TRAINING. *Occupational Training of Women under the Manpower Development and Training Act.* Washington, GPO, 1964. Pp. 19.

Miscellaneous

61. KREPS, JUANITA MORRIS, Ed. *Employment, Income and Retirement Problems of the Aged* [by] Juanita M. Kreps [and others] Durham, N.C., Duke University Press, 1963. Pp. 240.

Contents: Introduction: a Preview of the Problems. Aging Populations: Mechanics, Historical Emergence, Impact. Employment of Older Workers. Flexible Retirement. Pensions, the National Income, and the National Wealth. Equity and Social Credit for the Retired.

62. MINNESOTA. UNIVERSITY. *Small Business and Union-Wide Bargaining; Experience with the Steelworkers in the "Minnesota" District.* Prepared by the University of Minnesota under the Small Business Administration Management Research Grant Program, by George Seltzer, Professor of Economics and Industrial Relations. Project Director: Delbert C. Hastings. Minneapolis, 1962. Pp. 40.

Concerns United Steelworkers of America local non-steel collective bargaining units in Minnesota and parts of Michigan and Wisconsin and their experiences with union-wide bargaining in small firms in the years between 1950 and 1960.

63. NEW BRUNSWICK. DEPARTMENT OF LABOUR. SEASONAL EMPLOYMENT ADVISORY COMMITTEE. *Air Structures for Winter Construction; Report* by David E. Cornish. [Fredericton, 1964?] Pp. 6.

Decisions of the Umpire

(*Continued from page 273*)

I consequently decide to dismiss the claimant's appeal.

As the case of the claimant's fellow employee is not before me for decision, any reference to it is entirely irrelevant. However, after perusing that employee's file, I must say that the claimant's information is somewhat inaccurate.

Wage Schedules

(*Continued from page 278*)

& metal spray cleaning area, DOT hangar, international airport. *The Pas Man:* Plains City Electric Ltd, installation of identification lights for runway 10, airport. *Saskatoon Sask:* Acme Plumbing & Heating & Gas Fitting Co Ltd, installation of air conditioning in public areas of air terminal bldg, airport. *Campbell River B C:* Dawson Construction Ltd, paving runway & taxiway, etc, airport. *Victoria B C:* Columbia Bitulithic Ltd, strengthening parts of runways 02-20, 13-31, etc, airport. *Fort Resolution N W T:* Territorial Expeditors Ltd, rehabilitation of NDB transmiter bldg & related work.

In addition, this Department awarded 14 contracts containing the General Fair Wages Clause.

Consultation on the Employment of Women

(Continued from page 210)

Revision of the provisions in the public service in 1962 was notable for making maternity leave an entitlement of the employee rather than a privilege to be granted at the discretion of the employer, and for extending the right to sick leave up to the last two months of pregnancy. Employees are now entitled to leave of up to two months before delivery and six months after, without loss of accrued privileges. In this provision, the public service is ahead of Canadian industry.

There was some discussion about whether the Government should set standards for maternity leave through legislation, or whether the question is best left to individual unions and employers to decide. Delegates concluded that there was a need for legislation in this area. It was pointed out that four provinces now have the opportunity to pass this legislation under existing acts. In Saskatchewan, women can take advantage of a one-year leave of absence in special circumstances for all employees.

Part-time Work—Some of the advantages and disadvantages of part-time work for both employer and employee was reviewed in a panel discussion chaired by Miss Cecile Harris of the National Employment Service. Participants were Miss Isobel McCorkell, Family Service Centre of Ottawa; Mr. P. R. Lamb, Simpsons-Sears Limited; and Miss Jean Milligan, Ottawa Civic Hospital.

Part-time employment is widely used in professional social work, retailing, and nursing, though it serves a slightly different purpose in each case. The main advantages for the employer are that part-time employees alleviate the shortages of trained workers, and help tide the employer over peak or rush periods. At the same time, it allows the employee to keep up to date in her profession and to earn needed money without having to be away from her family for a full day, and gives her the opportunity to associate with people who share her interests.

Some of the disadvantages of this type of employment are the added administrative demands; the difficulty of integrating part-time workers into the working pattern; the problem of developing good relations between the part-time workers and the full-time staff, who may feel their job security is threatened; and the inability of part-time workers to keep abreast of new developments in a rapidly changing field such as nursing.

Nevertheless, the tendency to shorter working hours and part-time work is steadily increasing. The percentage of employed women who work less than 35 hours a week has grown from 11.2 per cent in 1954 to 20.9 per cent in 1964.

Part-time workers are seldom included in collective agreements, although there is no law preventing their inclusion. They are subject to minimum wage laws in all provinces except New Brunswick. There are, however, many different definitions of part-time work.

Delegates to the consultation suggested that further research be concentrated in three areas: finding and helping the women who do not fit into the "average working woman" category; studying the implications of the trend toward the taking over by men of jobs traditionally held by women, particularly in the service areas; learning the implications of the shorter work week and more part-time work.

The need for counselling and guidance at all levels was stressed. One of the strongest recommendations of the consultation was that the NES counselling services be strengthened.

Professional guidance should be available to the older woman who is returning to the labour force, to high school students who must be prepared for a working life beyond marriage, and to university students, particularly those taking a pass B.A. which does not qualify them for specialized work.

Women's Bureaus should be set up in the other eight provinces—they now exist in Ontario and Saskatchewan—to study and assist the growing female labour force, delegates recommended.

And the public must be educated to rid it of the widespread prejudice against the married woman who works outside the home.

LABOUR STATISTICS

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A—Labour Force

TABLE A-1 - REGIONAL DISTRIBUTION WEEK ENDED FEBRUARY 20, 1965

(estimates in thousands)

SOURCE: Labour Force Survey

	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force	6,844	600	1,943	2,512	1,146	643
Men	4,886	440	1,400	1,762	825	459
Women	1,958	160	543	750	321	184
14–19 years	607	59	195	201	101	51
20–24 years	919	100	308	294	145	72
25–44 years	3,025	242	869	1,130	496	288
45–64 years	2,084	180	523	804	364	213
65 years and over	209	19	48	83	40	19
Employed	6,446	522	1,799	2,419	1,100	606
Men	4,548	369	1,275	1,688	786	430
Women	1,898	153	524	731	314	176
Agriculture	508	27	94	130	239	18
Non-agriculture	5,938	495	1,705	2,289	861	588
Paid workers	5,417	449	1,540	2,109	790	529
Men	3,695	312	1,062	1,435	516	370
Women	1,722	137	478	674	274	159
Unemployed	398	78	144	93	46	37
Men	338	71	125	74	39	29
Women	60	*	19	19	*	*
Persons not in the Labour Force	6,086	696	1,786	2,005	1,032	567
Men	1,531	206	439	463	273	150
Women	4,555	490	1,347	1,542	759	417

*Less than 10,000

TABLE A-2—AGE, SEX AND MARITAL STATUS, WEEK ENDED FEBRUARY 20, 1965, CANADA

(estimates in thousands)

SOURCE: Labour Force Survey

—	Total	14–19 years all persons	20–64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over [1]	12,930	2,072	3,731	988	3,823	940	1,376
Labour Force	6,844	607	3,570	820	985	653	209
Employed	6,446	543	3,383	725	962	635	198
Unemployed	398	64	187	95	23	18	11
Not in labour force	6,086	1,465	161	168	2,838	287	1,167
Participation rate [2]							
1965, February 20	52.9	29.3	95.7	83.0	25.8	69.5	15.2
January 16	53.1	30.0	95.8	83.1	25.9	68.6	15.4
Unemployment rate [3]							
1965, February 20	5.8	10.5	5.2	11.6	2.3	2.8	5.3
January 16	6.0	12.0	5.0	11.9	2.9	2.8	5.2

[1] Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories

[2] The Labour Force as a percentage of the population 14 years of age and over

[3] The unemployed as a percentage of the labour force

TABLE A-3—UNEMPLOYED, WEEK ENDED FEBRUARY 20, 1965

(estimates in thousands)

SOURCE: Labour Force Survey

—	February 1965	January 1965	February 1964
Total Unemployed	398	408	467
On temporary layoff up to 30 days	29	25	29
Without work and seeking work	369	383	438
Seeking full time work	350	368	423
Seeking part-time work	19	15	15
Seeking under 1 month	83	127	86
Seeking 1–3 months	180	168	213
Seeking 4–6 months	59	44	89
Seeking more than 6 months	47	44	50

B—Labour Income

Table B-1 is not available this month.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees; at November 1964 employers in the principal non-agricultural industries reported a total employment of 3,223,668. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

SOURCE: *Employment and Payrolls*, DBS

Year and Month	Industrial Composite[1]			Manufacturing		
	Index Numbers (1949–100)		Average Weekly Wages and Salaries	Index Numbers (1949–100)		Average Weekly Wages and Salaries
	Employment	Average Weekly Wages and Salaries		Employment	Average Weekly Wages and Salaries	
Averages						
1959	119.7	171.0	73.47	111.1	172.5	75.84
1960	118.7	176.5	75.83	109.5	177.8	78.19
1961	118.1	182.0	78.17	109.9	183.6	80.73
1962	121.5	187.6	80.59	113.3	189.2	83.17
1963	124.6	194.2	83.43	116.4	196.1	86.24
1963—						
November	128.6	197.0	84.61	118.6	200.7	88.24
December	125.1	190.0	81.64	115.9	192.6	84.67
1964—						
January	123.3	198.1	85.10	117.0	200.9	88.83
February	123.0	199.6	85.74	117.7	202.4	88.98
March	123.5	198.5	85.27	118.4	202.0	88.82
April	124.6	201.0	86.33	118.6	203.9	89.66
May	129.1	202.0	86.80	121.4	204.8	90.05
June	133.4	201.6	86.62	124.2	204.1	89.73
July	134.0	202.0	86.76	122.6	202.7	89.11
August	136.4	203.0	87.19	126.4	203.9	89.65
September	136.2	204.8	88.00	126.3	207.0	91.01
October*	134.7	205.9	88.47	123.6	207.3	91.15
November†	134.7	204.8	87.98	124.4	206.8	90.94

[1]Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

*Revised.

†Preliminary.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

Area	Employment Index Numbers			Average Weekly Wages and Salaries		
	Nov. 1964	Oct. 1964	Nov. 1963	Nov. 1964	Oct. 1964	Nov. 1963
				$	$	$
Provinces						
Atlantic Region	114.3	115.5	110.8	73.44	73.58	70.26
Newfoundland	149.9	152.8	145.1	79.79	79.92	75.95
Prince Edward Island	143.9	151.4	149.4	60.24	60.52	58.86
Nova Scotia	100.9	101.1	98.2	72.19	71.68	68.95
New Brunswick	113.0	114.4	108.6	72.05	72.99	69.32
Quebec	134.6	136.0	129.3	86.33	86.42	82.58
Ontario	138.1	136.2	130.9	90.71	91.53	87.82
Prairie Region	141.4	143.3	136.1	84.12	84.55	81.51
Manitoba	118.5	120.0	115.6	79.85	80.16	78.03
Saskatchewan	135.9	138.8	133.1	82.52	82.69	80.73
Alberta (including Northwest Territories)	171.3	173.2	161.9	88.26	88.92	84.77
British Columbia (including Yukon)	128.3	129.3	122.3	96.83	97.89	91.70
Canada	**134.7**	**134.7**	**128.6**	**87.98**	**88.47**	**84.61**
Urban areas						
St. John's	159.0	160.1	152.6	67.47	67.67	63.76
Sydney	77.9	78.1	81.1	85.81	85.75	84.86
Halifax	132.0	129.0	125.3	74.71	73.82	70.80
Moncton	124.7	120.5	115.9	67.21	69.00	62.26
Saint John	104.1	104.9	109.2	72.44	72.85	69.58
Chicoutimi—Jonquiere	120.2	120.8	117.1	104.73	102.30	100.92
Quebec	133.9	134.6	128.5	75.62	75.89	73.34
Sherbrooke	123.4	125.3	117.2	75.74	75.36	71.44
Shawinigan	107.5	108.4	101.2	92.81	92.06	91.47
Three Rivers	124.8	124.1	122.3	80.37	79.47	79.92
Drummondville	102.2	100.9	92.0	71.29	71.16	68.91
Montreal	139.9	140.0	133.7	87.80	87.91	83.73
Ottawa—Hull	145.5	146.3	140.6	81.65	82.13	77.40
Kingston	135.5	136.0	127.0	87.90	86.56	82.01
Peterborough	110.7	111.4	104.1	96.34	96.68	92.83
Oshawa	240.9	141.6	219.5	98.21	100.98	116.27
Toronto	155.1	153.8	147.3	91.14	91.71	87.42
Hamilton	130.9	129.4	121.8	96.22	96.12	91.38
St. Catharines	130.8	123.7	119.4	101.49	99.96	99.16
Niagara Falls	104.4	111.6	97.9	88.93	87.48	84.76
Brantford	96.4	97.0	92.9	83.89	84.42	79.52
Guelph	144.5	142.3	133.4	82.06	81.63	78.20
Galt	130.7	130.2	126.9	80.09	79.46	75.27
Kitchener	154.1	152.0	148.2	81.27	81.84	78.65
Sudbury	140.9	137.7	124.3	98.10	97.80	94.76
Timmins	85.6	86.2	87.3	79.58	78.00	75.32
London	152.7	152.1	145.9	83.35	84.59	79.65
Sarnia	142.6	140.8	137.1	114.71	116.70	109.15
Windsor	92.3	91.9	82.8	99.50	107.41	101.73
Sault Ste. Marie	160.2	163.6	153.6	107.06	109.34	108.20
Fort William—Port Arthur	119.7	119.7	113.7	88.84	88.62	85.85
Winnipeg	121.6	122.0	117.0	76.76	77.01	74.73
Regina	158.6	160.6	152.7	80.50	80.51	79.13
Saskatoon	160.2	160.3	148.3	77.37	77.07	73.83
Edmonton	224.7	227.4	209.2	81.51	82.33	78.40
Calgary	199.4	198.2	182.7	87.78	87.95	83.80
Vancouver	129.9	129.0	122.3	94.18	95.15	90.38
Victoria	128.7	127.5	124.7	86.64	85.92	81.45

TABLE C-3 -INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

NOTE: Information for other industries is given in *Employment and Payrolls*

Industry	Employment			Average Weekly Wages and Salaries		
	Nov. 1964	Oct. 1964	Nov. 1963	Nov. 1964	Oct. 1964	Nov. 1963
				$	$	$
Mining	**116.6**	**116.6**	**113.7**	**109.02**	**108.31**	**104.15**
Metal mining	131.1	131.4	125.5	108.75	108.30	103.64
Gold	60.7	60.7	64.9	89.19	87.49	84.74
Other metal	196.6	197.1	181.9	114.36	114.26	109.91
Fuels	84.1	82.2	84.1	114.82	114.00	110.14
Coal	38.2	37.8	40.1	87.60	87.43	86.31
Oil and natural gas	270.4	262.2	262.9	130.41	129.54	124.87
Non-metal	146.4	151.1	147.4	100.32	99.22	96.01
Manufacturing	**124.4**	**123.6**	**118.6**	**90.94**	**91.15**	**88.24**
Durable goods	133.0	130.2	124.2	98.02	98.85	95.97
Non-durable goods	117.2	118.2	113.8	84.22	84.07	81.18
Food and beverages	120.2	124.2	117.3	79.06	78.32	76.16
Meat products	142.3	142.6	137.6	88.04	88.55	84.76
Canned and preserved fruits and vegetables	131.4	146.6	120.8	63.22	61.04	60.46
Grain mill products	93.8	95.4	96.1	89.50	88.23	87.08
Bread and other bakery products	114.7	115.2	113.1	76.27	76.12	73.13
Distilled and malt liquors	98.0	99.9	97.6	111.01	111.79	106.92
Tobacco and tobacco products	103.6	81.3	101.4	84.36	93.42	82.57
Rubber products	119.6	119.9	113.6	95.22	95.43	90.73
Leather products	90.7	90.1	89.1	62.37	61.31	59.77
Boots and shoes (except rubber)	91.6	92.1	93.7	59.93	58.53	57.37
Other leather products	88.9	88.2	80.8	66.95	66.53	64.84
Textile products (except clothing)	91.6	91.4	88.2	74.23	73.70	70.95
Cotton yarn and broad woven goods	78.3	78.0	76.4	72.60	71.60	69.24
Woollen goods	66.1	67.2	66.6	67.28	66.86	64.32
Synthetic textiles and silk	115.0	113.6	103.2	81.42	80.40	77.83
Clothing (textile and fur)	100.5	101.7	97.2	56.76	57.57	54.04
Men's clothing	107.4	107.3	102.5	55.29	56.05	53.24
Women's clothing	109.3	113.5	103.9	55.98	58.31	53.46
Knit goods	79.0	78.6	76.5	60.10	59.08	55.53
Wood products	115.1	116.4	112.5	79.98	80.33	76.08
Saw and planing mills	116.2	117.7	113.9	82.34	82.89	78.52
Furniture	130.0	130.9	125.7	77.59	77.48	73.48
Other wood products	80.3	80.8	79.3	70.08	70.22	66.16
Paper products	133.5	134.9	128.1	106.10	105.75	103.13
Pulp and paper mills	131.6	133.4	127.5	114.66	114.02	111.66
Other paper products	138.0	138.4	129.4	86.53	86.64	82.97
Printing, publishing and allied industries	126.3	125.9	127.5	98.78	98.41	95.23
Iron and steel products	125.6	125.6	115.0	102.90	102.86	98.79
Agricultural implements	71.6	71.1	68.2	107.34	106.02	103.71
Fabricated and structural steel	175.7	175.9	145.0	104.41	104.25	101.12
Hardware and tools	131.2	130.0	119.8	90.49	90.36	86.19
Heating and cooking appliances	114.1	116.3	106.3	87.64	88.78	87.42
Iron castings	110.4	110.1	102.5	101.04	100.15	94.62
Machinery, industrial	153.0	152.5	135.8	101.04	99.95	95.90
Primary iron and steel	145.0	146.4	132.4	115.55	115.84	111.77
Sheet metal products	124.5	125.6	117.6	98.23	98.18	94.99
Wire and wire products	132.3	128.2	120.2	101.53	103.76	99.74
Transportation equipment	134.2	120.7	122.5	103.77	108.39	109.53
Aircraft and parts	257.6	255.5	241.8	110.39	110.47	106.96
Motor vehicles	156.2	112.6	138.9	108.21	132.56	135.39
Motor vehicle parts and accessories	162.4	147.7	143.3	102.91	101.01	105.99
Railroad and rolling stock equipment	61.9	62.5	56.7	95.44	95.00	90.08
Shipbuilding and repairing	143.8	142.6	140.5	99.44	98.36	93.70
Non-ferrous metal products	134.6	134.9	127.8	102.12	101.22	98.67
Aluminum products	145.3	146.3	145.7	97.57	94.91	95.16
Brass and copper products	116.7	115.2	110.8	101.53	100.81	96.57
Smelting and refining	144.9	146.0	136.7	111.14	110.43	107.76
Electrical apparatus and supplies	166.7	166.5	158.2	96.30	96.14	92.03
Heavy electrical machinery	122.7	122.7	116.3	104.59	104.04	97.94
Telecommunication equipment	293.2	295.2	287.0	92.73	91.98	89.07
Non-metallic mineral products	164.3	164.2	153.3	98.24	99.49	93.67
Clay products	94.6	95.2	88.2	86.56	86.85	82.43
Glass and glass products	183.4	173.6	170.3	92.44	93.50	91.20
Products of petroleum and coal	140.7	141.8	138.3	133.06	133.48	129.21
Petroleum refining and products	143.6	144.2	141.0	133.94	134.72	130.20
Chemical products	140.5	140.6	135.7	105.95	106.40	102.33
Medicinal and pharmaceutical preparations	129.4	129.3	125.7	95.20	95.43	91.94
Acids, alkalis and salts	158.4	158.9	156.6	119.11	119.66	114.31
Miscellaneous manufacturing industries	168.6	170.3	162.0	79.26	78.96	76.65
Construction	**137.9**	**146.2**	**131.1**	**98.56**	**100.14**	**91.47**
Building and general engineering	141.2	146.6	130.9	106.00	108.19	98.81
Building	150.1	153.8	138.0	104.21	105.20	97.13
General engineering	105.8	117.9	102.7	116.13	123.83	107.85
Highways, bridges and streets	132.3	145.5	131.4	85.48	86.79	79.42
Electric and motor transportation	**153.5**	**153.8**	**148.4**	**93.57**	**93.47**	**89.44**
Service	**188.5**	**191.0**	**169.7**	**62.23**	**61.92**	**59.44**
Hotels and restaurants	159.4	162.8	145.4	47.31	47.11	45.64
Laundries and dry cleaning plants	163.6	162.7	140.8	54.65	54.68	52.57
Industrial composite	**134.7**	**134.7**	**128.6**	**87.98**	**88.47**	**84.61**

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING, BY PROVINCE

(Hourly Rated Wage-Earners)

SOURCE: *Man-Hours and Hourly Earnings* DBS

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

—	Average Hours Worked			Average Hourly Earnings*		
	Nov. 1964	Oct. 1964	Nov. 1963	Nov. 1964	Oct. 1964	Nov. 1963
				$	$	$
Newfoundland	39.8	40.3	38.3	1.81	1.76	1.75
Nova Scotia	41.9	41.4	40.8	1.78	1.76	1.70
New Brunswick	41.7	42.5	41.8	1.77	1.74	1.68
Quebec	42.4	42.4	42.1	1.83	1.82	1.77
Ontario	41.1	41.7	41.8	2.13	2.13	2.08
Manitoba	40.6	40.7	40.3	1.86	1.85	1.81
Saskatchewan	38.8	39.8	39.5	2.11	2.09	2.03
Alberta (includes Northwest Territories)	40.7	40.8	39.9	2.11	2.10	2.04
British Columbia (includes Yukon Territory)	38.3	38.5	38.4	2.54	2.52	2.42

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED WAGE EARNERS IN MANUFACTURING

SOURCE: *Man-Hours and Hourly Earnings*, DBS

Period	Hours Worked Per Week	Average Weekly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
		$	$		
Monthly Average 1959	40.7	1.72	70.16	168.1	132.8
Monthly Average 1960	40.4	1.78	71.96	172.4	134.5
Monthly Average 1961	40.6	1.83	74.27	177.9	137.7
Monthly Average 1962	40.7	1.88	76.55	183.4	140.1
Monthly Average 1963	40.8	1.95	79.40	190.2	142.8
Last Pay Period in:					
1963—November	41.5	1.98	81.91	196.2	146.2
December	38.0	2.02	76.53	183.3	136.6
1964—January	41.2	1.99	81.99	196.4	146.0
February	41.2	1.99	82.03	196.5	146.0
March	40.7	2.01	81.84	196.1	145.2
April	41.1	2.01	82.67	198.1	146.7
May	41.4	2.02	83.55	200.2	147.9
June	41.2	2.02	83.22	199.4	146.4
July	40.9	2.01	82.10	196.7	144.5
August	41.3	2.02	83.31	199.6	147.2
September	41.7	2.03	84.78	203.1	149.8
October*	41.6	2.03	84.35	202.1	148.7
November†	41.3	2.04	84.09	201.5	147.3

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*.

*Revised.

†Preliminary.

TABLE C-5—HOURS AND EARNINGS, BY INDUSTRY

(Hourly-Rated Wage Earners)

SOURCE: *Man-Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Nov. 1964	Oct. 1964	Nov. 1963	Nov. 1964	Oct. 1964	Nov. 1963	Nov. 1964	Oct. 1964	Nov. 1963
				$	$	$	$	$	$
Mining	**43.0**	**43.0**	**42.6**	**2.34**	**2.33**	**2.25**	**100.78**	**100.29**	**95.94**
Metal mining	42.6	42.5	41.9	2.41	2.41	2.33	102.82	102.57	97.76
Gold	43.0	42.5	42.7	1.91	1.89	1.84	82.32	80.31	78.62
Other metal	42.5	42.5	41.6	2.57	2.57	2.51	109.10	109.38	104.52
Fuels	43.3	43.3	43.7	2.24	2.20	2.13	96.87	95.49	93.07
Coal	44.2	44.6	44.9	1.95	1.93	1.90	85.94	85.98	85.36
Oil and natural gas	41.9	41.1	41.8	2.72	2.71	2.52	114.17	111.27	105.29
Non-metal	44.6	45.0	44.3	2.16	2.13	2.07	96.53	95.94	91.91
Manufacturing	**41.3**	**41.6**	**41.5**	**2.04**	**2.03**	**1.98**	**84.09**	**84.35**	**81.91**
Durable goods	41.7	42.2	42.2	2.21	2.20	2.15	92.10	92.93	90.87
Non-durable goods	40.9	41.0	40.7	1.86	1.86	1.80	76.11	76.13	73.31
Food and beverages	40.8	41.2	40.3	1.76	1.74	1.71	71.88	71.49	69.05
Meat products	41.3	41.7	40.4	2.03	2.03	1.97	83.79	84.51	79.63
Canned and preserved fruits and vegetables	39.9	40.2	39.9	1.38	1.34	1.33	55.08	53.94	52.98
Grain mill products	43.0	42.6	43.4	1.97	1.96	1.91	84.75	83.56	83.15
Bread and other bakery products	40.9	41.2	41.1	1.75	1.74	1.65	71.38	71.53	67.72
Distilled liquors	41.4	43.1	41.0	2.35	2.35	2.23	97.41	101.46	91.43
Malt liquors	39.1	39.5	39.1	2.58	2.57	2.50	100.82	101.59	97.82
Tobacco and tobacco products	38.9	37.8	39.1	2.01	2.30	1.95	78.45	86.90	76.25
Rubber products	42.4	42.6	42.3	2.11	2.11	2.01	89.50	89.87	84.98
Leather products	40.9	40.1	41.0	1.42	1.42	1.35	57.92	56.76	55.16
Boots and shoes (except rubber)	40.3	39.2	40.5	1.38	1.38	1.30	55.66	54.07	52.83
Other leather products	41.9	41.8	41.9	1.49	1.48	1.44	62.29	61.96	60.19
Textile products (except clothing)	42.7	42.7	43.2	1.58	1.57	1.50	67.61	66.98	64.76
Cotton yarn and broad woven goods	42.1	41.7	43.2	1.64	1.62	1.53	68.94	67.57	65.99
Woollen goods	42.9	43.3	42.8	1.44	1.43	1.37	61.74	61.98	58.73
Synthetic textiles and silk	43.3	43.0	43.7	1.70	1.68	1.61	73.55	71.99	70.20
Clothing (textile and fur)	38.7	39.3	38.5	1.33	1.34	1.27	51.42	52.53	48.87
Men's clothing	38.8	39.2	38.4	1.31	1.32	1.27	50.97	51.91	48.91
Women's clothing	35.9	37.4	35.8	1.41	1.43	1.34	50.60	53.50	48.03
Knit goods	42.8	42.4	42.2	1.26	1.26	1.20	54.01	53.48	50.64
*Wood products	41.9	42.2	41.8	1.83	1.82	1.75	76.67	77.02	73.07
Saw and planing mills	40.8	41.2	40.8	1.97	1.97	1.87	80.42	80.88	76.32
Furniture	44.1	44.2	43.9	1.64	1.64	1.58	72.21	72.25	69.40
Other wood products	42.9	43.3	43.2	1.52	1.51	1.41	65.29	65.61	60.99
Paper products	42.0	42.0	42.0	2.39	2.38	2.32	100.23	99.96	97.49
Pulp and paper mills	41.9	41.9	42.1	2.59	2.57	2.51	108.58	107.95	105.85
Other paper products	42.0	42.1	41.6	1.88	1.89	1.82	79.11	79.49	75.63
Printing, publishing and allied industries	39.4	39.2	39.1	2.49	2.48	2.42	97.90	97.31	94.76
*Iron and steel products	42.1	42.2	41.5	2.33	2.33	2.26	98.16	98.15	93.87
Agricultural implements	40.6	40.1	41.0	2.42	2.40	2.35	98.46	96.17	96.43
Fabricated and structural steel	42.4	42.7	42.3	2.27	2.26	2.19	96.35	96.54	92.76
Hardware and tools	43.1	43.2	42.5	1.97	1.96	1.88	84.78	84.64	80.10
Heating and cooking appliances	41.4	41.4	41.5	1.98	1.99	1.94	82.12	82.54	80.43
Iron castings	43.1	42.9	42.0	2.28	2.28	2.17	98.43	97.50	91.14
Machinery, industrial	43.2	43.1	42.6	2.22	2.21	2.13	95.65	95.12	90.53
Primary iron and steel	40.9	40.9	40.3	2.72	2.73	2.67	111.18	111.57	107.69
Sheet metal products	41.8	41.8	40.6	2.20	2.19	2.16	92.03	91.78	87.58
Wire and wire products	43.1	43.5	43.3	2.26	2.28	2.21	97.60	99.33	95.55
*Transportation equipment	40.4	42.2	43.9	2.40	2.40	2.40	96.87	101.30	105.50
Aircraft and parts	41.8	42.2	42.5	2.36	2.37	2.30	98.78	99.92	97.91
Motor vehicles	37.8	45.6	48.5	2.60	2.74	2.73	98.03	125.13	132.49
Motor vehicle parts and accessories	41.7	41.0	44.0	2.36	2.29	2.35	98.23	93.89	103.25
Railroad and rolling stock equipment	40.9	40.8	40.3	2.30	2.28	2.19	93.82	92.96	88.36
Shipbuilding and repairing	41.0	41.0	40.9	2.38	2.35	2.26	97.52	96.43	92.55
*Non-ferrous metal products	41.3	41.2	41.2	2.31	2.30	2.23	95.39	94.66	92.02
Aluminum products	41.8	40.1	42.0	2.04	2.03	2.01	85.31	81.61	84.52
Brass and copper products	43.5	43.5	42.6	2.23	2.22	2.16	96.87	96.49	92.08
Smelting and refining	40.3	40.5	40.2	2.58	2.57	2.50	103.96	103.88	100.45
*Electrical apparatus and supplies	41.4	41.5	41.2	2.04	2.03	1.96	84.41	84.18	80.87
Heavy electrical machinery and equipment	41.9	41.6	41.5	2.28	2.29	2.22	95.31	95.15	92.06
Telecommunication equipment	40.5	40.6	40.3	1.82	1.80	1.76	73.62	73.03	70.81
*Non-metallic mineral products	44.5	45.1	43.8	2.10	2.10	2.02	93.43	94.55	88.21
Clay products	43.2	42.5	42.8	1.88	1.89	1.80	81.16	80.49	76.79
Glass and glass products	41.6	42.1	42.1	2.14	2.11	2.06	88.85	88.77	86.57
Products of petroleum and coal	42.5	42.7	42.0	2.86	2.86	2.76	121.55	122.24	116.22
Petroleum refining and products	42.3	42.7	42.1	2.90	2.91	2.79	122.74	124.10	117.55
Chemical products	41.0	41.3	40.8	2.26	2.27	2.20	92.76	93.64	89.79
Medicinal and pharmaceutical preparations	39.6	40.2	40.2	1.77	1.78	1.72	69.84	71.60	69.01
Acids, alkalis and salts	41.1	41.5	40.4	2.60	2.60	2.54	106.94	108.02	102.67
Miscellaneous manufacturing industries	41.8	41.9	41.7	1.66	1.64	1.60	69.19	68.81	66.58
Professional and scientific equipment	40.7	40.7	41.3	1.96	1.95	2.00	79.83	79.53	82.82
Construction	**41.7**	**42.9**	**40.8**	**2.31**	**2.30**	**2.16**	**96.13**	**98.62**	**88.34**
Building and general engineering	41.2	42.4	40.8	2.52	2.52	2.36	103.81	106.73	96.07
Highways, bridges and streets	42.6	44.0	41.0	1.90	1.89	1.79	80.87	83.33	73.21
Electric and motor transportation	**44.5**	**44.9**	**44.1**	**2.10**	**2.10**	**2.04**	**93.54**	**94.47**	**89.73**
Service	**36.8**	**37.0**	**37.3**	**1.24**	**1.23**	**1.18**	**45.48**	**45.54**	**43.81**
Hotels and restaurants	36.2	36.4	36.7	1.20	1.19	1.15	43.45	43.41	42.20
Laundries and dry cleaning plants	39.9	40.1	39.9	1.18	1.18	1.10	46.84	47.33	44.02

*Durable manufactured goods industries.

D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section DBS. See also Technical Note, page 199, February 1965 issue.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS ON HAND

(SOURCE: *National Employment Service, Unemployment Insurance Commission*)

Period	Unfilled Vacancies*			Registrations on Hand		
	Male	Female	Total	Male	Female	Total
End of:						
February 1960	8,431	10,676	19,107	634,332	182,721	817,053
February 1961	8,786	9,513	18,299	691,351	186,991	878,342
February 1962	12,308	13,073	25,381	585,555	161,992	747,547
February 1963	13,412	13,930	27,342	591,207	163,864	755,071
February 1964	18,323	17,154	35,477	508,125	154,378	662,503
March 1964	23,470	18,805	42,275	511,312	149,296	660,608
April 1964	28,985	22,337	51,322	445,744	141,472	587,216
May 1964	30,955	23,676	54,631	319,268	126,509	445,777
June 1964	28,693	21,359	50,052	266,490	140,069	406,559
July 1964	29,445	19,458	48,903	233,564	128,799	362,363
August 1964	30,171	24,058	54,229	197,724	109,554	307,278
September 1964	33,617	23,611	57,228	173,988	104,907	278,895
October 1964	29,159	19,727	48,886	203,340	110,611	313,951
November 1964	38,620	22,704	61,324	254,346	118,294	372,640
December 1964	25,171	14,758	39,929	378,125	130,721	508,846
January 1965[1]	22,509	15,141	37,650	447,847	152,195	600,042
February 1965[1]	23,142	16,364	39,506	453,555	153,426	606,981

[1] Latest figures subject to revision.

* Current Vacancies only. Deferred Vacancies are excluded.

TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING YEAR, 1961-1964, AND DURING MONTH, JANUARY 1964—JANUARY 1965

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1961—Year	3,125,195	1,106,790	836,534	469,119	748,790	371,072
1962—Year	3,177,423	1,171,111	1,010,365	544,795	897,285	438,471
1963—Year	2,912,511	1,130,539	938,052	507,910	790,381	387,728
1964—Year	2,894,099	1,170,889	1,030,199	530,575	845,696	395,380
1964—January	291,457	106,810	61,876	34,850	49,017	24,454
1964—February	214,467	78,941	55,008	32,358	44,376	22,297
March	215,718	74,565	66,580	34,818	50,178	24,578
April	236,915	88,740	95,252	43,563	75,095	29,285
May	207,806	88,218	95,076	44,484	78,405	31,264
June	234,674	109,636	87,592	47,201	74,485	34,649
July	237,632	111,717	97,585	53,022	81,610	42,217
August	198,847	97,928	86,901	56,448	69,893	41,514
September	209,609	107,109	108,719	55,219	90,230	43,051
October	228,509	99,357	88,832	41,509	72,982	30,636
November	277,052	104,803	109,323	45,645	82,945	30,749
December	341,413[R]	103,065[R]	77,455	41,458	76,480	40,686
1965—January[1]	272,054	100,554	65,179	34,426	53,989	23,938

[R] Revised.

[1] Preliminary.

TABLE D-3—PLACEMENTS EFFECTED, BY INDUSTRY AND BY SEX, DURING JANUARY 1965[1]

(Source: National Employment Service, Unemployment Insurance Commission)

Industry Group	Male	Female	Total	Change from January 1964
Agriculture, Fishing, Trapping	**686**	**75**	**761**	**+ 81**
Forestry	**1,671**	**20**	**1,691**	**− 171**
Mining, Quarrying and Oil Wells	**896**	**66**	**962**	**+ 424**
Metal Mining	444	14	458	+ 183
Fuels	298	29	327	+ 197
Non-Metal Mining	45	3	48	+ 32
Quarrying, Clay and Sand Pits	30	1	31	0
Prospecting	79	19	98	+ 12
Manufacturing	**12,675**	**6,687**	**19,362**	**− 747**
Foods and Beverages	1,099	984	2,083	+ 197
Tobacco and Tobacco Products	20	8	28	− 33
Rubber Products	110	98	208	− 42
Leather Products	173	339	512	− 1
Textile Products (except clothing)	544	412	956	+ 93
Clothing (textile and fur)	409	1,853	2,262	− 626
Wood Products	1,714	251	1,965	− 14
Paper Products	786	237	1,023	− 165
Printing, Publishing and Allied Industries	540	409	949	+ 92
Iron and Steel Products	2,522	375	2,897	− 92
Transportation Equipment	2,448	374	2,822	− 32
Non-Ferrous Metal Products	421	225	646	− 54
Electrical Apparatus and Supplies	526	456	982	− 128
Non-Metallic Mineral Products	390	91	481	− 44
Products of Petroleum and Coal	40	15	55	+ 13
Chemical Products	506	243	749	+ 89
Miscellaneous Manufacturing Industries	427	317	744	0
Construction	**7,539**	**176**	**7,715**	**− 165**
General Contractors	4,725	105	4,830	− 210
Special Trade Contractors	2,814	71	2,885	+ 45
Transportation, Storage and Communication	**4,483**	**292**	**4,775**	**− 252**
Transportation	4,180	140	4,320	− 176
Storage	228	52	280	− 59
Communication	75	100	175	− 17
Public Utility Operation	**155**	**50**	**205**	**+ 5**
Trade	**6,822**	**3,490**	**10,312**	**+ 202**
Wholesale	2,800	1,060	3,860	+ 112
Retail	4,022	2,430	6,452	+ 90
Finance, Insurance and Real Estate	**707**	**1,021**	**1,728**	**+ 128**
Service	**18,355**	**12,061**	**30,416**	**+ 4,951**
Community or Public Service	829	1,288	2,117	+ 407
Government Service	10,725	1,691	12,416	+ 2,073
Recreation Service	296	184	480	+ 73
Business Service	1,442	655	2,097	+ 674
Personal Service	5,063	8,243	13,306	+ 1,724
GRAND TOTAL	**53,989**	**23,938**	**77,927**	**+ 4,456**

[1] Preliminary.

TABLE D-4—REGISTRATIONS ON HAND BY OCCUPATION AND BY SEX AS AT JANUARY 29, 1965[1]

(Source: National Employment Service, Unemployment Insurance Commission.)

Occupational Group	Registrations on Hand		
	Male	Female	Total
Professional and Managerial Workers	9,023	2,130	11,153
Clerical Workers	20,072	46,168	66,240
Sales Workers	8,622	17,893	26,515
Personal and Domestic Service Workers	41,462	31,901	73,363
Seamen	4,556	107	4,663
Agriculture, Fishing, Forestry (Ex. log.)	9,260	904	10,164
Skilled and Semi-Skilled Workers	194,254	20,339	214,593
Food and kindred products (incl. tobacco)	1,722	656	2,378
Textiles, clothing, etc.	2,516	12,466	14,982
Lumber and lumber products	21,835	164	21,999
Pulp, paper (incl. printing)	1,566	548	2,114
Leather and leather products	1,188	979	2,167
Stone, clay and glass products	705	37	742
Metalworking	12,215	1,006	13,221
Electrical	2,097	1,046	3,143
Transportation equipment	477	70	547
Mining	1,701	.....	1,701
Construction	62,654	17	62,671
Transportation (except seamen)	38,757	108	38,865
Communications and public utility	907	—	907
Trade and service	5,917	1,956	7,873
Other skilled and semi-skilled	27,133	974	28,107
Foremen	5,063	302	5,365
Apprentices	7,801	10	7,811
Unskilled Workers	160,598	32,753	193,351
Food and tobacco	7,559	10,337	17,896
Lumber and lumber products	17,748	476	18,224
Metalworking	4,824	737	5,561
Construction	86,689	8	86,697
Other unskilled workers	43,778	21,195	64,973
GRAND TOTAL	447,847	152,195	600,042

[1]Preliminary.

TABLE D-5—REGISTRATIONS ON HAND, BY LOCAL OFFICE AREAS, AT JANUARY 29, 1965

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations on Hand	
	(1) Jan. 29, 1965	Previous Year Jan. 31, 1964
Newfoundland	**26,347**	**30,417**
Corner Brook	5,154	5,787
Grand Falls	2,483	2,794
St. John's	18,710	21,836
Prince Edward Island	**5,148**	**5,596**
Charlottetown	3,459	3,516
Summerside	1,689	2,080
Nova Scotia	**29,099**	**33,474**
Amherst	1,067	1,499
Bridgewater	1,886	2,104
Halifax	6,175	6,740
Inverness	1,140	1,285
Kentville	3,056	3,325
Liverpool	660	777
New Glasgow	3,147	4,459
Springhill	845	996
Sydney	4,423	4,708
Sydney Mines	1,744	1,894
Truro	1,691	2,163
Yarmouth	3,265	3,524
New Brunswick	**30,967**	**31,367**
Bathurst	6,259	6,193
Campbellton	2,763	2,667
Edmundston	2,344	2,252
Fredericton	1,697	1,645
Minto	319	382
Moncton(2)	8,002	8,336
Newcastle	3,115	2,565
Saint John	3,262	3,123
St. Stephen	1,334	2,108
Sussex	579	556
Woodstock	1,293	1,540
Quebec	**185,320**	**204,441**
Alma	1,401	2,613
Asbestos	864	1,005
Baie Comeau	1,474	1,261
Beauharnois	1,205	1,527
Buckingham	1,078	1,191
Causapscal	1,818	2,694
Chandler	2,535	2,567
Chicoutimi	2,341	2,429
Cowansville	536	510
Dolbeau	1,036	1,471
Drummondville	2,722	2,665
Farnham	660	673
Forestville	1,049	1,405
Gaspé	1,901	2,133
Granby	2,336	2,504
Hull	4,896	5,056
Joliette	4,378	4,584
Jonquière	2,721	2,952
Lachute	920	998
Lac-Mégantic	1,408	1,315
La Malbaie	2,563	2,851
La Tuque	801	866
Lévis	4,539	5,222
Louiseville	1,221	1,319
Magog	970	796
Maniwaki	807	843
Matane	2,440	2,992
Mont-Laurier	938	1,029
Montmagny	2,193	2,503
Montréal	58,897	64,978
New Richmond	1,871	2,480
Port Alfred	1,189	1,164
Québec	15,251	15,868
Rimouski	3,304	4,264
Rivière du Loup	4,542	5,488
Roberval	1,183	1,418
Rouyn	1,677	2,590
Ste. Agathe des Monts	1,237	1,255
Ste. Anne de Bellevue	1,465	1,421
Ste. Thérèse	2,368	2,757
St. Hyacinthe	2,211	2,139
St. Jean	2,653	2,388
St. Jérôme	2,156	2,371
Sept-Îles	2,127	2,319
Shawinigan	4,462	4,737
Quebec—Concluded		
Sherbrooke	5,864	5,483
Sorel	2,330	2,412
Thetford Mines	2,118	2,383
Trois-Rivières	5,550	6,187
Val d'Or	1,290	2,016
Valleyfield	2,392	2,456
Victoriaville	2,443	2,663
Ville St. Georges	2,989	3,230
Ontario	**171,128**	**191,338**
Arnprior	431	505
Barrie	1,579	1,583
Belleville	2,085	2,169
Bracebridge	1,367	1,464
Brampton	1,524	1,960
Brantford	2,078	2,490
Brockville	714	749
Carleton Place	528	499
Chatham	2,060	2,444
Cobourg	1,009	1,000
Collingwood	935	947
Cornwall	2,650	3,487
Elliot Lake	426	462
Fort Erie	698	822
Fort Frances	805	828
Fort William	2,482	2,874
Galt	1,279	1,039
Gananoque	351	448
Goderich	584	773
Guelph	1,254	1,511
Hamilton	11,312	13,876
Hawkesbury	1,069	1,152
Kapuskasing	442	473
Kenora	1,264	1,027
Kingston	2,423	2,496
Kirkland Lake	747	856
Kitchener	2,379	2,439
Leamington	792	1,205
Lindsay	809	852
Listowel	357	486
London	5,047	5,639
Long Branch	3,563	3,932
Midland	1,517	1,383
Napanee	737	832
New Liskeard	471	573
Newmarket	1,355	1,649
Niagara Falls	2,743	3,177
North Bay	1,759	2,213
Oakville	753	1,013
Orillia	1,241	1,207
Oshawa	6,091	5,084
Ottawa	7,394	8,322
Owen Sound	1,752	1,872
Parry Sound	519	681
Pembroke	1,719	1,918
Perth	697	756
Peterborough	2,893	3,153
Picton	646	589
Port Arthur	3,094	3,655
Port Colborne	777	1,107
Prescott	941	946
Renfrew	555	599
St. Catharines	3,518	4,271
St. Thomas	939	994
Sarnia	2,474	3,046
Sault Ste. Marie	2,932	2,827
Simcoe	1,324	1,698
Smiths Falls	573	705
Stratford	860	756
Sturgeon Falls	738	1,078
Sudbury	3,656	4,879
Tillsonburg	439	557
Timmins	1,744	1,978
Toronto	44,803	48,571
Trenton	895	994
Walkerton	856	1,047
Wallaceburg	688	707
Welland	2,177	2,175
Weston	3,744	3,938
Windsor	5,332	7,012
Woodstock	739	889

TABLE D-5—REGISTRATIONS ON HAND, BY LOCAL OFFICE AREAS, AT JANUARY 29, 1965

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations on Hand (1) Jan. 29, 1965	Registrations on Hand Previous Year Jan. 31, 1964	Office	Registrations on Hand (1) Jan. 29, 1965	Registrations on Hand Previous Year Jan. 31, 1964
Manitoba	**26,781**	**29,086**	**British Columbia**	**71,426**	**69,113**
Brandon	2,598	2,686	Chilliwack	2,537	2,341
Dauphin	1,554	1,956	Courtenay	1,963	1,614
Flin Flon	215	193	Cranbrook	962	1,176
Portage la Prairie	1,264	1,283	Dawson Creek	1,273	1,407
The Pas	529	504	Duncan	1,418	1,151
Winnipeg	20,621	22,464	Kamloops	2,275	1,787
			Kelowna	1,908	1,712
Saskatchewan	**21,606**	**21,794**	Mission City	1,800	1,499
Estevan	510	475	Nanaimo	1,561	1,625
Lloydminster	514	500	Nelson	1,022	937
Moose Jaw	1,639	1,623	New Westminster	9,828	9,696
North Battleford	1,475	1,464	Penticton	2,549	2,275
Prince Albert	2,708	2,892	Port Alberni	1,192	961
Regina	5,298	5,259	Prince George	1,894	1,656
Saskatoon	5,086	5,011	Prince Rupert	1,883	1,805
Swift Current	1,192	1,077	Quesnel	843	797
Weyburn	478	503	Trail	976	1,145
Yorkton	2,706	2,990	Vancouver	28,554	28,211
			Vernon	2,106	2,159
Alberta	**32,220**	**35,761**	Victoria	4,328	4,551
Blairmore	490	450	Whitehorse	549	608
Calgary	10,002	10,546			
Drumheller	530	653	**CANADA**	**600,042**	**652,387**
Edmonton	13,964	16,621			
Edson	305	344	Males	447,847	498,726
Grande Prairie	893	1,024			
Lethbridge	3,031	3,138			
Medicine Hat	1,440	1,439	Females	152,195	153,661
Red Deer	1,565	1,546			

(1) Preliminary subject to revision.

(2) Included 1,502 registrations reported by the Magdalen Islands local office.

Settlements During February

(*Continued from page 240*)

normal retirement benefits (formerly $2.80 a mo. per yr. of service) at age 65 or over and early retirement benefits at age 62 increased to $4.25 a mo. per yr. of service; benefit for voluntary early retirement at age 60 after 10 or more yrs. of service or between ages 55 and 60 if sum of age and yrs. of service equals 85 or more to be $4.25 a mo. per yr. of service reduced by 0.5% for each mo. empl. is under age 62; special early retirement benefit of $4.25 a mo. per yr. of service for empl. with 10 or more yrs. of service between ages 55 and 65 retiring at company's option; disability retirement benefit of $4.25 a mo. per yr. of service for empl. with 10 or more yrs. of service; supplemental pension to be $4.25 a mo. per yr. of service up to 30 yrs. and reduced to $1.75 a mo. per yr. of service at age 70; provision for adjustments in supplemental pension to government benefits; vested deferred pension to be $4.25 a mo. per yr. of service after 10 yrs. of service payable at age 65, and age limit of 40 under previous arrangement to be removed; benefit to present pensioners increased by $1.45 a mo. per yr. of service eff. Jan. 1 1965; 2 wks. vacation @ 4% of earnings after 1 yr. of service (formerly 1 wk. @ 2%), 2½ wks. vacation @ 5% of earnings after 3 yrs. of service (formerly 1½ wks. @ 3%), 3 wks. vacation @ 6% of earnings after 5 yrs. of service (formerly 2 wks. @ 4%); empl. with 10 or more yrs. of service may elect additional time off or pay in lieu thereof for vacations exceeding 3 wks.— 3 wks. vacation plus optional ½-wk. @ 7% of earnings after 10 yrs. of service (formerly 2½ wks. @ 5%); 3 wks. vacation plus optional 1 wk. @ 8% of earnings after 15 yrs. of service (formerly 3 wks. @ 6%) and 3 wks. vacation plus optional 2 wks. @ 10% of earnings after 25 yrs. of service (formerly 4 wks. @ 8%); Dec. 24 and Dec. 31 to be ninth and tenth paid holidays; rate for labourer will be $2.32 an hr.; agreement to expire Dec. 15, 1967.

Miramichi River Ports Shippers, N.B.—Miramichi Trades & Labour (Ind): 2-yr. agreement covering 520 empl.—new hourly rate for work on ore concentrates to be $2.10 an hr. by day and $2.20 an hr. by night; general wage increase of 5¢ an hr. eff. Jan. 1, 1966; voluntary revocable check-off of union dues adopted; rate for longshoremen Jan. 1, 1966 will be $2.00 an hr.; agreement to expire Dec. 31, 1966.

Outboard Marine Corp. of Canada, Peterborough, Ont.—Steelworkers (AFL-CIO/CLC): 2-yr agreement covering 950 empl.—retroactive pay of 75% of first wage increase from Oct. 1, 1964 to Dec. 20, 1964; wage increases of 3½% retroactive to Dec. 20, 1964 and 3% eff. Oct. 3, 1965; 9 paid holidays (formerly 8); 4 wks. vacation after 18 yrs. of service (formerly after 20 yrs.); life insurance increased to $5,000 (formerly $4,000); weekly indemnity increased to $56 (formerly $49); rate for labourer will be $2.33 an hr. Oct. 3, 1965; agreement to expire Oct. 1, 1966.

(*Continued on page 304*)

E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, DBS from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 208, February 1965 issue.

TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

End of:	Total	Employed	Claimants
1964—November	4,385,000	4,110,500	274,500
October	4,298,000	4,083,500	214,500
September	4,304,000	4,130,400	173,600
August	4,330,000	4,148,000	182,000
July	4,271,000	4,065,700	205,300
June	4,241,000	4,039,100	201,900
May	4,173,000	3,922,900	250,100
April	4,280,000	3,782,300	497,700
March	4,348,000	3,750,700	597,300
February	4,339,000	3,731,900	607,100
January	4,334,000	3,735,400	598,600
1963—December	4,326,000	3,793,700	532,300
November	4,192,000	3,888,600	303,400

TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, BY PROVINCE, DECEMBER 1964

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland	20,268	18,374	1,894	15,703	13,901	1,802	8,227
Prince Edward Island	3,928	3,545	383	3,615	3,326	289	1,222
Nova Scotia	17,806	13,976	3,830	14,380	12,526	1,854	6,740
New Brunswick	18,584	15,659	2,925	15,351	13,385	1,966	6,957
Quebec	95,322	70,451	24,871	77,672	64,227	13,445	42,891
Ontario	85,087	61,968	23,119	74,294	61,486	12,808	31,803
Manitoba	12,479	9,642	2,837	11,855	9,872	1,983	3,849
Saskatchewan	10,678	8,470	2,208	9,487	7,885	1,602	4,254
Alberta	14,268	10,656	3,612	13,096	10,569	2,527	5,670
British Columbia (incl. Yukon Territory)	37,960	29,157	8,803	30,080	24,304	5,776	16,469
Total, Canada, December 1964	316,380	241,898	74,482	265,533	221,481	44,052	128,082
Total, Canada, November 1964	168,958	119,545	49,413	133,306	96,553	36,753	77,235
Total, Canada, December 1963	345,306	261,881	83,425	296,827	250,786	46,041	126,086

*In addition, revised claims received numbered 35,845.

†In addition, 33,600 revised claims were disposed of. Of these, 3,393 were special requests not granted and 1,584 appeals by claimants. There were 9,826 revised claims pending at the end of the month.

TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX, DECEMBER 31, 1964

(Counted on last working day of the month)

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province and Sex	Total claimants	Number of weeks on claim (based on 20 per cent sample)				Total claimants	
		1–4	5–13	14–26	27 or more*	Nov. 30 1964	Dec. 31 1963
CANADA	478,244	316,701	107,435	33,718	20,390	274,532	532,331
Male	360,162	256,644	74,735	17,774	11,009	186,853	415,106
Female	118,082	60,057	32,700	15,944	9,381	87,679	117,225
Newfoundland	27,465	21,748	4,370	932	415	10,253	28,396
Male	25,641	20,857	3,875	664	245	8,835	26,614
Female	1,824	891	495	268	170	1,418	1,782
Prince Edward Island	5,342	4,374	781	157	30	1,965	5,589
Male	4,315	3,654	554	97	10	1,425	4,617
Female	1,027	720	227	60	20	540	972
Nova Scotia	27,748	19,143	5,497	1,871	1,237	13,465	28,894
Male	23,436	16,891	4,293	1,325	927	10,570	24,815
Female	4,312	2,252	1,204	546	310	2,895	4,079
New Brunswick	28,196	20,038	5,717	1,557	884	13,342	26,790
Male	22,878	17,201	4,182	857	638	9,425	21,350
Female	5,318	2,837	1,535	700	246	3,917	5,440
Quebec	144,373	95,280	32,386	10,690	6,017	87,782	166,217
Male	109,731	76,744	23,991	5,907	3,089	62,590	130,864
Female	34,642	18,536	8,395	4,783	2,928	25,192	35,353
Ontario	127,351	79,761	28,860	11,804	6,926	81,586	152,621
Male	83,521	56,548	17,565	5,737	3,671	49,123	109,606
Female	43,830	23,213	11,295	6,067	3,255	32,463	43,015
Manitoba	21,047	12,149	6,981	676	1,241	11,301	21,635
Male	15,751	10,249	4,677	258	567	7,388	17,204
Female	5,296	1,900	2,304	418	674	3,913	4,431
Saskatchewan	15,621	10,645	4,077	542	357	8,383	16,561
Male	12,561	9,211	2,991	221	138	5,852	13,592
Female	3,060	1,434	1,086	321	219	2,531	2,969
Alberta	23,786	14,511	6,691	1,764	820	14,921	28,275
Male	18,525	12,543	4,692	838	452	10,436	22,573
Female	5,261	1,968	1,999	926	368	4,485	5,702
British Columbia	57,315	39,052	12,075	3,725	2,463	31,534	57,353
Male	43,803	32,746	7,915	1,870	1,272	21,209	43,871
Female	13,512	6,306	4,160	1,855	1,191	10,325	13,482

*The bulk of the cases in this group were on claim from 27–39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

TABLE E-4—BENEFIT PAYMENTS, BY PROVINCE, DECEMBER 1964

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province	Weeks Paid*	Amount of Benefit Paid $
Newfoundland	25,096	615,178
Prince Edward Island	5,826	137,770
Nova Scotia	42,445	946,561
New Brunswick	40,075	911,790
Quebec	324,551	8,044,413
Ontario	310,005	7,534,996
Manitoba	46,307	1,188,937
Saskatchewan	31,859	798,461
Alberta	59,200	1,511,865
British Columbia (including Yukon Territory)	109,614	2,807,894
Total, Canada, December 1964	994,978	24,497,865
Total, Canada, November 1964	602,005	14,646,798
Total, Canada, December 1963	1,175,063	29,360,512

"Weeks paid" represents the total of complete and partial weeks of benefit paid during the month.

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949=100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1959—Year	126.5	121.1	131.4	109.9	138.4	150.2	141.7	114.0
1960—Year	128.0	122.2	132.7	110.9	140.3	154.5	144.3	115.8
1961—Year	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1963—Year	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1964—February	134.5	131.3	137.3	117.8	142.6	165.4	152.3	119.4
March	134.6	131.3	137.5	118.6	143.0	165.4	152.3	119.4
April	135.0	131.8	137.8	119.1	142.8	166.5	151.0	119.5
May	135.0	131.2	138.3	118.7	142.4	167.3	151.5	120.2
June	135.3	132.5	138.4	119.0	142.0	167.3	151.4	120.2
July	136.2	135.4	138.7	119.0	141.6	167.3	151.5	120.2
August	136.1	135.1	138.7	118.9	141.4	167.5	151.5	120.2
September	135.6	132.7	138.9	119.4	141.6	167.7	150.9	120.2
October	135.6	131.0	139.2	120.7	141.4	170.4	151.1	121.4
November	135.9	132.0	139.3	120.9	141.4	171.1	152.3	121.6
December	136.8	133.2	139.6	121.0	142.7	174.3	153.5	121.6
1965—January	136.9	132.5	139.8	119.2	146.3	174.4	154.0	121.6
February	137.2	133.1	140.1	119.5	146.3	174.6	153.4	121.8

NOTE: 1959 and 1960 figures are 1947–48 weighted; figures for 1961 *et seq* are 1957 weighted.

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF JANUARY 1965

(1949=100)

—	All-Items			Food	Housing	Clothing	Transportation	Health and personal care	Recreation and reading	Tobacco and Alcohol
	January 1964	December 1964	January 1965							
(1)St. John's, Nfld.	120.2	121.9	122.0	117.3	116.2	115.2	121.1	165.4	150.5	116.4
Halifax	131.6	132.5	132.6	126.8	133.7	129.6	138.9	168.6	171.9	125.2
Saint John	134.1	135.1	135.5	131.6	133.7	128.2	145.8	190.7	156.4	125.4
Montreal	133.9	136.2	136.3	138.9	135.6	110.1	163.3	183.4	155.3	124.9
Ottawa	134.6	137.2	136.7	133.0	137.4	123.6	158.7	180.9	150.9	126.5
Toronto	135.9	138.2	138.2	130.6	141.1	126.5	145.0	172.3	191.0	123.9
Winnipeg	131.4	133.8	134.0	130.6	129.7	125.5	139.2	187.7	143.0	138.3
Saskatoon-Regina	129.0	130.5	130.5	129.5	128.8	132.8	135.6	149.3	149.9	120.9
Edmonton-Calgary	127.5	128.4	128.8	123.6	127.4	128.1	133.7	171.4	145.3	120.5
Vancouver	131.9	133.7	134.5	131.6	136.1	123.0	147.8	156.2	153.6	123.3

NOTE: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's index on the base June 1951=100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada as compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts which amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series, see page 1164, December 1964 issue.

TABLE G-1—STRIKES AND LOCKOUTS, 1960-1965

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1960	268	274	49,408	738,700	0.19
1961	272	287	97,959	1,335,080	0.11
1962	290	311	74,332	1,417,900	0.11
1963	318	332	83,428	917,410	0.07
*1964	313	329	100,214	1,572,220	0.13
*1964 January	13	29	1,756	21,730	0.02
February	24	46	7,957	82,410	0.08
March	24	50	7,142	92,450	0.08
April	17	41	8,617	88,900	0.08
May	15	35	7,488	63,700	0.06
June	46	66	15,148	195,680	0.16
July	38	72	18,183	147,710	0.12
August	36	68	11,418	108,200	0.10
September	26	63	9,039	104,010	0.09
October	30	60	10,593	101,580	0.09
November	25	57	15,080	105,590	0.09
December	19	48	33,689	460,260	0.38
*1965 January	24	47	29,768	220,380	0.21

*Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, JANUARY 1965, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	...	...	...
Mines	4	799	7,840
Manufacturing	30	24,968	133,680
Construction	2	34	310
Transpn. & utilities	4	580	12,440
Trade	6	3,332	65,010
Finance	...	...	...
Service	1	55	1,100
Public administration	...	...	...
All industries	47	29,768	220,380

TABLE G-3—STRIKES AND LOCKOUTS JANUARY 1965, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	1	26	10
Prince Edward Island	...	...	...
Nova Scotia	2	63	1,120
New Brunswick	1	6	60
Quebec	8	3,577	65,880
Ontario	24	24,682	132,350
Manitoba	1	115	230
Saskatchewan	...	...	...
Alberta	2	235	1,320
British Columbia	7	514	7,230
Federal	1	550	12,180
All jurisdictions	47	29,768	220,380

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JANUARY 1965

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			January	Accumulated		
MINES						
Mineral Fuels						
Coleman Collieries (Vicary Mine), Coleman, Alta.	Mine Workers Loc. 2633 (Ind.)	115	120	120	Jan. 12 Jan. 12	Wages, holidays ~ 64¢ a day increase, two additional statutory holidays, 2–4¢ an hr. increase in shift pay.
Crowsnest Pass Coal, Michel and Fernie, B.C.	Mine Workers Loc. 7292 (Ind.)	449	6,290	6,290	Jan. 12	Wages, fringe benefits ~
Lethbridge Collieries, Shaughnessy, Alta.	Mine Workers Loc. 7354 (Ind.)	120	1,200	1,200	Jan. 15 Jan. 29	Wages ~ Operations suspended.
Incidental Services						
Inspiration Limited, Winnipeg, Man.	I.B.E.W. Loc. 2085 Plumbers Loc. 254 (AFL-CIO/CLC)	115	230	230	Jan. 8 Jan. 12	Unsatisfactory food services by caterers ~ Return of workers under improved conditions.
MANUFACTURING						
Food and Beverages						
Presswood Bros., Toronto, Ont.	Packinghouse Workers Loc. 716 (AFL-CIO/CLC)	192	2,680	2,680	Jan. 11	Wages, hours ~
Rubber						
National Rubber and Pneuco Machinery, Toronto, Ont.	Rubber Workers Loc. 750 (AFL-CIO/CLC)	211	4,640	18,750	Sep. 28	Wages, hours, union security, irrevocable check-off ~
Furniture and Fixtures						
Victoriaville Specialties, Victoriaville, Que.	Upholsterers Loc. 573 (AFL-CIO/CLC)	162	410	410	Jan. 20 Jan. 22	Change in application of piece work bonuses ~ Return ▶ of workers matter to be discussed.
Printing and Publishing						
The Star, Telegram and Globe and Mail, Toronto, Ont.	Typographical Union Loc. 9 (AFL-CIO/CLC)	861	17,240	125,870	July 9	Working conditions as affected by computers, job security, union membership ▲ of foremen ~
Primary Metals						
Wolverine Tube (Div. of Calument Hecla of Canada), London, Ont.	Auto Workers Loc. 27 (AFL-CIO/CLC)	115	2,200	13,120	Aug. 19	Wages, other improvements ~
Metal Fabricating						
Dominion Chain, Niagara Falls, Ont.	Machinists Loc. 1927 (AFL-CIO/CLC)	219	3,070	3,070	Jan. 5 Jan. 24	Retention of present union when company moves to new location ~ 10¢ an hr. increase in a new agreement which will remain in effect when moved to new location.
Machinery						
Brown Boggs Foundry and Machine, Hamilton, Ont.	U.E. Loc. 520 (Ind.)	190	3,800	11,690	Nov. 3	Wages ~
Transportation Equipment						
Ford Motor Company, Brampton, Niagara Falls, Oakville & Windsor, Ont.	Auto Workers Locs. 200, 584, 707, & 1054 (AFL-CIO/CLC)	10,174 (60)	76,250	76,250	Jan. 13 Jan. 26	Wages, overtime ~ 13¢ an hr. increase for non-skilled workers, 21¢ an hr. for skilled workers plus 6¢ eff. Dec. 1, 1965, 6¢ Dec. 1, 1966; other improved benefits.
Chrysler Canada, Windsor, Ont.	Auto Workers Loc. 444 (AFL-CIO/CLC)	6,000	6,000	6,000	Jan. 22 Jan. 25	Wages, production standards ~ Return of workers.
Chrysler Canada, Windsor, Ont.	Auto Workers Loc. 444 (AFL-CIO/CLC)	6,000 (150)	12,000	12,000	Jan. 28	Wages, production standards ~

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JANUARY 1965

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			January	Accumulated		
Electrical Products						
Lanark Manufacturing, Dunnville, Ont.	U.E. Loc. 543 (Ind.)	310	1,550	30,210	Aug. 31 Jan. 11	Wages, working conditions, seniority provisions~Return of workers.
Philco Corporation, Don Mills, Ont.	Machinists Loc. 2113 (AFL-CIO/CLC)	120	60	60	Jan. 22 Jan. 22	Demotion of lead hand~Return of workers on advice of union.
TRANSPN. & UTILITIES						
Transportation						
Nfld. Employers' Association, St. John's Nfld.	Longshoremen's Protective Union (Ind.)	550	12,180	38,110	Oct. 26	Union refusal to accept terms of Industrial Enquiry Commission~
TRADE						
Quebec Liquor Board, Various centres, Que.	CNTU	3,200	64,000	134,400	Dec. 5	Wages, delayed negotiations ~

Figures in parentheses indicate the number of workers indirectly affected.

Settlements During February

(*Continued from page 298*)

Quebec Liquor Board, province-wide—CNTU-Chartered Locals (retail, warehouse and office empl): 44-mo. agreement covering 3,200 empl.—general wage increases of $8 a wk. retroactive from Feb. 13, 1964 to Dec. 4, 1964, $3 a wk. eff. Nov. 1, 1965 and $7 a wk. eff. Nov. 1, 1966; provision for work week of 37½ hrs. for retail and warehouse empl. and of 32½ hrs. for office empl.; overtime premiums of time and one half after normal hrs. and double time for non-scheduled work on Sunday; 16 paid holidays; 3 wks. vacation after 1 yr. of service and 4 wks. vacation after 20 yrs. of service; leave for sickness or accident to accrue up to 15 days per fiscal yr. at 1¼ day per mo. of service and to be cumulative; retiring empl. entitled to leave graduated from 1 to 6 mos. or pay of 1 to 3 mos. depending on accumulated sick leave credits; leave of 1 day to attend marriage in immediate family; bereavement leave of 3 days; provision for maternity leave; attempts to be made to transfer empl. facing displacement to alternative employment in government departments; provision for unemployment benefits ranging from $20 payable for 5 wks. to $40 payable for 36 wks.; rate for labourer will be $2.125 an hr. Nov. 1, 1966; agreement to expire Oct. 31, 1967.

Restigouche Forest Employers, northern N.B.—Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC): 2-yr. agreement covering 800 empl.—general wage increase of 12¢ an hr. eff. March 1, 1965 and 7¢ an hr. eff. March 1, 1966; increases of 50¢ per cord eff. March 1, 1965 and an average increase of 60¢ per cord eff. March 1, 1966; work week reduced to 50 hrs. eff. March 1, 1965 (formerly 54 hrs.); rate for labourer March 1, 1966 will be $1.42 an hr.; agreement to expire Feb. 29, 1967.

Royal Victoria Hospital, Montreal, Que.—Service Empl. Federation (CNTU): 20-mo. agreement covering 1,000 empl.—retroactive pay of $60 from March 24, 1964 to May 4, 1964 and full retroactive pay from May 5, 1964 to Feb. 19, 1965; average retroactive pay per empl. amounts to $500 with a maximum of $900; general wage increase of $5 a wk. in 1965; 10 paid holidays (formerly 9); improvement in sick leave provisions; agreement to expire Dec. 31, 1965.

Saint John Shipbuilding and Dry Dock, Saint John. N.B.—Machinists (AFL-CIO/CLC), Carpenters (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), Plumbers (AFL-CIO/CLC) & Marine Wkrs. (CLC): 2½ yr. agreement covering 800 empl.—general wage increases of 13¢ an hr. retroactive to Jan. 1, 1965, 8¢ an hr. eff. Jan. 1, 1966 and 6¢ an hr. eff. Jan. 1, 1967; vacation pay of 2% of earnings after 1 yr. of service to be payable also to empl. working more than 4 hrs. per day or 24 hrs. per wk.; rate for labourer will be $1.94 an hr. Jan. 1, 1967; agreement to expire June 30, 1967.

Toronto General Hospital, Toronto, Ont.—Building Service Empl. (AFL-CIO/CLC): 3-yr. agreement covering 1,000 empl.—wage increases of $9.50 a mo. retroactive to Jan. 1, 1965, $8.50 a mo. eff. Jan. 1, 1966 and $9.50 a mo. eff. Jan. 1, 1967 for male empl.; wage increases of $12 a mo. retroactive to Jan. 1, 1965, $11 a mo. eff. Jan. 1, 1966 and $12 a mo. eff. Jan. 1, 1967 for maintenance empl.; wage increases of $8 a mo. retroactive to Jan. 1, 1965, $7 a mo. eff. Jan. 1, 1966 and $8 a mo. eff. Jan. 1, 1967 for female empl.; agreement to expire Dec. 31, 1967.

Vancouver City, B.C.—Vancouver City Hall Empl. Assn. (Ind.) (inside empl.): 1-yr. agreement covering 1,250 empl.—general wage increase of 4½% retroactive to Jan. 1, 1965; 4 wks. vacation after 15 yrs. of service (formerly after 17 yrs.); rate for clerk-typist $231 a mo.; agreement to expire Dec. 31, 1965.